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IBEW News



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Northeast Semi-Supersonic Train to be Union Built

The developers of a high-speed train between Washington and New York that can reach 375 mph signed a deal Nov. 1 to use only union workers.

The developers of a train that would travel nearly half the speed of sound and get passengers from New York to Washington, D.C., in about an hour signed a memorandum of understanding to only use union labor on the project.

Under the agreement, all work on the project will be done by members of unions that form the building trades, including the IBEW. In return, the unions commit to active involvement in bringing the project to fruition said Kirk Brungard, executive director of the Baltimore-D.C. Building Trades.

GONE IN
60 MINUTES ^{~311 mph}

"This project has the potential to employ thousands and thousands of NABTU trades workers for years," he said. "The expectation is that we will use our best efforts to support the project and use our political prowess to get appropriate permits and financing. We will show up in force in support of this project. In return, we expect people who live in the community that this train will serve to do the work."

The deal was signed by Northeast Maglev and the North America's Building Trades Unions on Nov. 1 at the B&O Railroad Museum in Baltimore, where the first commercial train service in North America began.

Brungard was joined at the ceremony by North American Building Trades President Sean McGarvey, Northeast Maglev Vice Chair Jeff Hirschberg, Baltimore Mayor Catherine Pugh and nearly 100 representatives from the local and national trade unions.

"For Maglev, it was an eye-opening experience of our ability to turn people out," Brungard said.

Northeast Maglev estimates the New York to D.C. route could cost more than \$100 billion to complete, but construction is still years, possibly a decade, away.

"The B&O was where it all began and we want to get the future of rail travel started here again," said Fourth District International Vice President Brian Malloy. "This is still in the permitting phase and this project needs our help."

A substantial part of the cost would go to tunneling beneath cities and building elevated track, possibly along the I-95 corridor, but maglev trains demand significant electrical infrastructure.

Instead of using rails, wheels and electric motors,

SEMI-SUPERSONIC TRAIN *continued on page 2*

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IBEW MEDIA WORLD

In addition to your monthly issue of The Electrical Worker, check out the wealth of IBEW-related information online.

www.ibew.org

Get all the news affecting IBEW members, including The Electrical Worker online, at IBEW.org.

YouTube

Hundreds of BG&E workers won a voice at work in one of IBEW's biggest organizing victories in years. See how they did it at YouTube.com/TheElectricalWorker.

Vimeo

A revolutionary cancer treatment saved his daughter's life. The generosity of his IBEW brothers and sisters made it possible for him to be with her every step of the way. Vimeo.com/IBEW has their story.



HourPower

Bringing the Marcus Hook Industrial Complex back to life as a natural gas repository demanded highly skilled electricians who put safety first. In other words, IBEW members. IBEWHourPower.com.



ElectricTV

You can't miss their high-rises and NFL stadiums, but the NECA/IBEW Powering America team is involved in thousands of other vital projects fueling local economies. Take a look at ElectricTV.net.

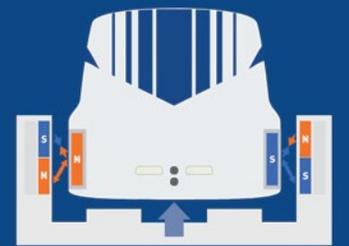


Northeast Semi-Supersonic Train to be Union Built



Maglev trains use super-cooled, low resistance magnets to float inside guideways instead of on rails. The developers expect to extend the initial route to New York, a trip the train could make in about an hour.

Image courtesy: NorthEast Maglev



The agreement was signed at the B&O Railroad museum by North American Building Trades President Sean McGarvey (right), Maryland State Delegate Cheryl Glenn and Maglev Vice Chair Jeff Hirschberg.

maglev trains use powerful magnets to accelerate and float inside U-shaped guideways. Superconducting magnets cooled to hundreds of degrees below zero in the guideway and on the sides and bottom of the train have near-zero resistance and handle acceleration, braking and steering.

A train using similar technology owned by Central Japan Railway set a world speed record of 375 mph in 2015. The trip from Baltimore to the nation's capital, which takes close to an hour on Amtrak's high-speed Acela service, would only take about 15 minutes on the Maglev.

Brungard said that the transportation industry consensus is that a high-speed train will be built between Washing-

“Maglev looks viable. This is not science fiction.”

— Kirk Brungard, executive director of the Baltimore-D.C. Building Trades

ton and New York, possibly starting as far south as Richmond and extending north to Boston, likely in the next few decades.

“It could be maglev, it might use existing rails or it might be a more experimental system,” Brungard said. “At some

point, something will be built for a whole host of reasons, and Maglev — at least long range — looks viable. This is not science fiction.”

The federal government gave about \$28 million in seed funding in 2016 to explore building an initial section between Baltimore and D.C.

“This would be a great project and we are happy to have the agreement. It's clean, fast transportation that would bring good jobs and will promote development in Baltimore city and surrounding counties,” said Baltimore Local 24 Business Manager Pete Demchuk. “Local 24 will do whatever we can, attend public forums to promote the future of transport.” ■

No. 1 where the Northeast Corridor ranks among the U.S.'s busiest rail networks

98% estimated growth in commuter train ridership between Baltimore and D.C. by 2030

1 hr time on Maglev from Union Station in Washington, D.C. to Penn Station in Manhattan

3 hrs time on Amtrak's Acela

375 mph top speed of Maglev train on Central Japan Railway's 18.4 km test track

311 mph estimated top speed of the Northeast Maglev

86 mph average speed of the Acela

70% portion of the trip that would be underground; the rest by raised viaducts

\$100 billion estimated cost to connect New York and Washington, D.C.

140 seconds it takes for the train to accelerate from 0-300 mph

7 yrs estimated time to complete the Baltimore - Washington link

50% power used by Maglev compared to commercial airliner

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW Tells Saskatchewan Politicos 'No' on Pay Cuts

Business Manager Jason Tibbs said Regina, Saskatchewan, Local 2067 has had a non-adversarial relationship with the conservative provincial legislature for the last several years. The relationship with SaskPower, its largest employer, has been a good one.

That made it a little awkward when provincial leaders called for a 3.5 percent reduction in public sector worker pay earlier this year to cut into a \$1.2 billion budget deficit.

"It's a distraction," Tibbs said.

But Tibbs and those around him didn't overreact. In October, Local 2067 became the first Saskatchewan public workers union to vote down a proposed wage cut since the government made its request. It rejected a proposal from SaskPower, but negotiations continue and both sides are determined to reach a fair agreement, he said.

About 80 percent of the 1,700 Local 2067 members employed by SaskPower voted against the proposal, which also included no raises for the next three years. Being the first union to vote down a contract briefly put Tibbs and his members in the spotlight. He sat for an interview with the CBC.

But now, he hopes to negotiate a new contract outside of the public glare. Local 2067 members have been working without one at SaskPower since Dec. 31, 2016, but they have seen a 67 percent increase in total compensation during the last 10 years, Tibbs said. The company also has added about 300 employees covered by the agreement during that period, he said.

"We're hoping to draw as little attention as possible to ourselves and our bargaining units," he said.

The move also was applauded by other unions, who said it inspired the labour movement and encouraged provincial leaders to back off the plan. Indeed, Saskatchewan Finance Minister Donna Harpauer told reporters the government's original request "doesn't look promising."

"If we had said no, we're not going to bargain under these conditions, I am sure we would have seen legislation [from the provincial legislature] forcing the cuts," Tibbs said. "But now, we're not seeing any desire to do that."

"When government spending gets out of control and deficits are going up, one of the things they like to tout is fiscal management. They think if they make the story big enough and get the unions into a fight, they'll sway the public's perception and people won't look at the books."

Premier Brad Wall, who is leaving his post this month after nearly 11 years, originally made the proposal to cut wages last March. He added that he would

respect the collective bargaining process and that any cuts for union-represented workers would have to be negotiated.

Labour leaders pushed back, saying that cuts should not be on the backs of working families and suggested renegotiating contracts built with public-private partnerships. Even though Tibbs downplayed the significance of Local 2067's vote, other Saskatchewan labour leaders praised it.

"If it wasn't clear before, it should be now," Larry Hubich, president of the Saskatchewan Federation of Labour, told the CBC. "It is highly unlikely any worker will allow the Saskatchewan Party government to pickpocket their hard-earned wages."

The Saskatchewan Party has been the province's governing party since 2007 and controls 49 of the legislature's 61 seats. It is not officially aligned with any national political party, but many provincial legislators are members of the Conservative Party, and most observers consider it to have a conservative philosophy.

"On a number of occasions, conservative members have stood up on the floor and commended the work our brothers and sisters have done," Tibbs said. ■



Regina, Saskatchewan, Local 2067 members begin work on a new power line for SaskPower, which employs most of Local 2067's membership.

La FIOE dit « non » aux politiciens de la Saskatchewan pour la baisse de salaire

Le gérant d'affaires Jason Tibbs mentionne que la section locale 2067 située à Regina en Saskatchewan entretient de bonnes relations depuis plusieurs années avec le gouvernement conservateur de la province. La relation avec SaskPower, son principal employeur, a été mieux encore.

Les affaires sont devenues plutôt compliquées lorsque les leaders de la province ont demandé une baisse de salaire de 3,5 % pour les travailleurs dans le secteur public plus tôt cette année pour réduire son déficit budgétaire de 1,2 milliard de dollars.

« C'est une distraction, » mentionne Tibbs.

Mais Tibbs et son entourage n'ont pas surréagi. En octobre, la section locale 2067 est devenue le premier syndicat des travailleurs du secteur public à rejeter la baisse de salaire telle que proposée depuis que le gouvernement a présenté sa demande. Ils ont rejeté la proposition de SaskPower, mais les négociations se poursuivent et les deux parties sont déterminées à parvenir à une entente juste, dit-il.

Environ 80 p. 100 des 1700 mem-

bres du local 2067 embauchés par SaskPower ont voté contre la proposition, qui prévoit aussi aucune augmentation salariale pour les trois prochaines années. En étant le premier syndicat à rejeter l'entente, Tibbs et ses membres se sont brièvement fait remarquer. Il a accordé une entrevue à CBC.

Il désire maintenant de négocier une nouvelle entente loin du regard du public. Depuis le 31 décembre 2016, les membres du local 2067 travaillent à SaskPower sans être régis par une entente, ils ont cependant connu une augmentation de 67 p. 100 en matière de salaire au cours des dix dernières années, spécifie Tibbs. Au cours de cette période, l'entreprise a embauché environ 300 employés régis par cette convention collective, explique Tibbs.

« Nous essayons d'attirer le moins possible l'attention sur nous-mêmes et sur nos unités de négociations, » dit-il.

Cette mesure a aussi été applaudie par les autres syndicats. Ils disent qu'elle a inspiré le mouvement syndical et a encouragé les leaders provinciaux à retirer ce projet. D'ailleurs, la ministre des Finances Donna Harpauer a déclaré aux

journalistes que la demande initiale du gouvernement « ne promet rien de bon. »

« Si nous avions dit non, nous n'allons pas négocier sous ces conditions, je suis persuadé que nous aurions vu passer une législation [provenant du gouvernement provincial] qui oblige à faire ces coupures, » ajoute Tibbs. « Mais maintenant, nous n'avons pas la volonté de poursuivre ainsi. »

« Lorsque les dépenses gouvernementales deviennent incontrôlables et que les déficits augmentent, ils aiment bien se servir de la gestion financière. Ils croient qu'en rendant l'histoire assez grande et de donner lieu à des querelles entre les syndicats, ils peuvent influencer la perception du public et de les faire oublier de regarder les livres. »

Le premier ministre Brad Well, qui quitte ses fonctions en janvier suite à 11 ans de service, a initialement fait la demande de baisser les salaires en mars dernier. Il ajoute qu'il va respecter le processus des négociations et que toutes les baisses de salaires des travailleurs représentés par un syndicat devraient être négociées.

Les leaders syndicaux se sont rat-

trapsés en disant que les baisses salariales ne devraient pas être transféré injustement aux familles et ont suggéré de renégocier les ententes établies avec les partenariats public-privé. Bien que Tibbs a minimisé l'importance du vote du local 2067, d'autres leaders syndicaux de la Saskatchewan l'ont couvert d'éloges.

« Si les choses n'étaient pas claires avant, elles devraient l'être aujourd'hui, » partage Larry Hubich, le président de la Fédération du travail de la Saskatchewan à CBC. « Il est peu probable que les travailleurs vont permettre au gouvernement de la Saskatchewan de voler leur argent durement gagné. »

Le Parti de la Saskatchewan a été le parti au pouvoir de la province depuis 2007 et contrôle 49 des 61 sièges au sein de l'Assemblée législative. Il est indépendant de tout parti politique, mais plusieurs législateurs provinciaux sont membres du Parti conservateur et la plupart des observateurs considèrent qu'ils ont une philosophie conservatrice.

« À plusieurs reprises, les membres du Parti conservateur se sont levés pour applaudir le travail effectué par nos confrères et nos consœurs, » ajoute Tibbs. ■

TRANSITIONS

RETIRED

John Bourne



After 40 years in the IBEW, Business Development International Representative John Bourne retired, effective Sept. 1.

"I love chasing work, but it was time," he said. "I didn't leave the job because I hated it. I just didn't want

to wake up in motels anymore; I wanted to be home."

Brother Bourne is a third generation Omaha, Neb., Local 22 member. His grandfather, John F. Burke, became a member in 1918. His father, John P. Bourne, and two uncles were also members and his father-in-law, the owner of a signatory contractor, was his grandfather's apprentice.

"All I ever wanted to do was be an electrician," Bourne said. "I loved listening to my dad as we drove around town say, 'I built that.' I liked the accomplishment of doing the job."

Bourne joined the IBEW in 1977, straight out of high school. He topped out in 1980 and within a year was elected recording secretary. In 1982 he was made a foreman for OK Electric. He joined the executive board in 1984 and became vice president of Local 22 in 1986.

In 1989, Bourne was brought in to be an assistant business manager and, following the retirement of then-Business Manager Walt Smith in 1994, the executive board appointed Bourne to the post. He held the office for 12 years, winning four elections, all but one unopposed.

"All I ever wanted to do was be an electrician."

— John Bourne

Bourne said one of his proudest achievements was only missing four union meetings in 26 years.

"I remember exactly why I missed them too: the births of my children, a death in the family and, once, my wife Karen scheduled a vacation without checking the calendar," he said.

When Bourne began as business manager, Local 22 had 525 members. When he left the position the local had more than 1,100, although he was quick to share the credit with his NECA partners and the staff organizers.

"The key was we had fun organizing. We had fun working with the project owners, bringing in contractors and stripping individual workers," he said. "I always tried to pass that along: organizing should be a hoot."

Bourne served on nearly two dozen local, state and national boards including the Tenth District Economic Advisory Council of the Federal Reserve Bank of Kansas City, the Council on Industrial Relations, the state of Nebraska Judicial Nominating Commission and the National Joint Apprenticeship and Training Committee; and as president of the Omaha and southwest Iowa Building Trades Council, vice president of the Omaha Federation of Labor and a delegate to the Democratic National Conventions in Los Angeles and Boston.

In 2006, Bourne was hired by former International President Edwin D. Hill to be an Eleventh District International Representative servicing inside and railroad locals in Iowa and Nebraska.

The capstone of his career came in 2012, when he was appointed one of the first International Repre-

sentatives in the newly formed Business Development department.

"John was literally born for the job," said Business Development Director Ray Kasmark. "He'd been doing this for decades, and he was the guy I went to for mentoring and insight. Everybody did."

Kasmark said Bourne understood how to create relationships with developers so he always knew what work was coming. He also knew how to build trust with contractors to make sure they were ready to make competitive bids.

"His manner made him good at this. He is a disarming person, never confrontational, always up, always positive," Kasmark said.

Bourne picked up ice hockey in his 60s, and plans to spend his retirement golfing, playing hockey and learning his new passion: curling. He is also mulling over a run for office.

"If I did anything, I brought enthusiasm and I wasn't afraid to work, and that's how I hope I am remembered," he said.

Please join the officers in thanking Brother Bourne for his tireless efforts for his brothers and sisters. We wish him a long, healthy and adventurous retirement. ■

RETIRED

Michael Power



First District International Representative Michael Power retired Oct. 1, capping almost 50 years of service.

Brother Power was initiated into St. John's, Newfoundland and Labrador, Local 2330 in 1970, then transferred to Churchill Falls Local 2351 in 1972 so he could do electrical maintenance work for the local utility company. In 1976, he was elected president and business manager, a position he held until 1992 when he was appointed international representative.

"I have nothing but the greatest respect for Mike," said Local 2351 Business Manager Dean Harris. "He's incredibly knowledgeable and just an all-around good guy."

Power served on the pension, grievance, apprenticeship and labor management and negotiations committees at Local 2351. He was also well versed in provincial labor laws even though his focus was Newfoundland and Labrador, his home province, said International Representative Brian Matheson, who has known Power since 1978.

"If you needed someone to help you, whether it was developing training courses for shop stewards or business managers, or with negotiations or investigations, you asked for Mike," Matheson said. "He was good at everything he did."

Among his numerous achievements, Power says the one that stands out was when he negotiated the contract for the Muskrat Falls transmission project, a CA\$8.5 billion hydro project that connects Newfoundland to Labrador and its hydroelectric power, and will eventually extend south to Nova Scotia.

All the electrical transmission, switchyard and support construction work was done solely by the IBEW under a special project agreement, employing more than 3,000 members during peak construction. The project, which was done under the Code of Excellence at the request of the company, Nalcor, began in 2013 and is expected to finish in 2019.

"It is a massive job for us," Power said of the project to build a generating station with a capacity of more than 800 megawatts.

Power says he's enjoying having more time to

hunt and work on projects around the house, as well as spending time with his wife, Tina, and his children and grandchildren. But he does miss his IBEW brothers and sisters, he said.

"A career is something that you live and breathe. It's part of your person. It doesn't just end when you clock out. Whether it was Sunday night or Monday morning, I was there."

— Michael Power

"I miss the camaraderie," said Power, who also served as a reserve officer in the Royal Canadian Navy. "I made friends across Canada and the U.S. Being an international representative was a very rewarding and enjoyable career."

Power said he considers his work with the IBEW to have been more than just a job.

"A career is something that you live and breathe. It's part of your person," he said. "It doesn't just end when you clock out. Whether it was Sunday night or Monday morning, I was there."

The IBEW officers, members and staff are grateful to Brother Power for his years of service and wish him many happy years of retirement. ■

RETIRED

Richard M. Redmond



Third District International Representative Richard Redmond retired in November after a 47-year career in the IBEW.

Initiated into Long Island, N.Y., Local 1049 in 1970, Brother Redmond followed his older brother into the union, starting as a groundman at the Long Island Lighting Co. By 1973, he'd started his lineman apprenticeship, which he finished in 1977. The next year, he was elected to the local's executive board for the first of four terms, the start of a long and distinguished career as an IBEW leader.

In 1981, then-business manager Rich Thompson brought Redmond on staff as a business representative.

"I'd worked for Rich Thompson as a groundman and as an apprentice, and he was really a mentor to me," Redmond said. "I had tremendous respect for his devotion to the members, and I was excited to work on his staff."

It was a proud moment, then, when Thompson asked Redmond to run in his place after announcing his retirement in 1989. At the time, Local 1049 represented more than 3,000 members in the utility and line construction industries, making it one of the largest locals on Long Island.

Over the next eight years as business manager, Brother Redmond led his local through the turbulent times of utility deregulation, negotiating the takeover

of local utilities by the Long Island Power Authority and the acquisition of the Long Island power grid by his former employer. He also oversaw negotiations around the shutdown of the Shoreham nuclear plant and its impact on his members.

During that time, Redmond served as chairman of the Third District's Labor and Management Public Affairs Agenda Committee and sat on the IBEW's Electric Power Industry Restructuring Committee, the Third District's Competitive Opportunities Committee and on the New York State Assembly speaker's Electric Energy Roundtable. He was also one of four IBEW representatives to travel to Japan for a cultural exchange to study that country's labor movement.

It was no surprise to anyone who knew him when then-international president J.J. Barry appointed Brother Redmond as an international representative in the Third District in 1997. He'd go on to hold the job for more than 20 years servicing outside construction, manufacturing, telecommunications and utility locals.

Redmond is most proud of the work he did negotiating project labor agreements across the district, mainly for outside construction projects, that generated billions of dollars of work for IBEW lineworkers. The excitement of negotiations was always a challenge he welcomed.

Over his many years in service to the IBEW, Brother Redmond has served on numerous boards, including the executive board for the Long Island Federation of Labor, the New York State Association of Electrical Workers, the Utility Labor Council for New York State and as chairman of the Second and Third District Outside Business Managers' Caucus. He also sat on the New York State Committee on Safety and Health, the Long Island Occupational Safety and Health Clinic and the Long Island Political Action Committee for Labor.

Redmond also enjoyed — and continues to enjoy — giving back to his community. His involvement with the United Way of Long Island goes back more than 40 years, having served on the charity's board of directors for a number of years. He sits on the Long Island alumni council for his alma mater, Cornell University, where he graduated from the School of Industrial and Labor Relations in 1983.

"I always welcomed the excitement of negotiations. They were a chance to fight for our members."

— Richard M. Redmond

In retirement, Brother Redmond will remain active, having accepted an appointment by Gov. Andrew Cuomo to join the board of SUNY College at Farmingdale, where he attended night school at the beginning of his IBEW career. A father of six and grandfather of seven, he looks forward to spending more time with family, golf and travel. His wife Ellen is an international representative on the Third District staff, and four sons, Ron and Joe, who are journeyman linemen; Ryan, a service operator; and Kennedy, a groundman and full-time college student, are also members of Local 1049.

On behalf of the officers, staff and entire membership of the IBEW, we wish Brother Redmond a long, happy and healthy retirement and thank him for his career serving the Brotherhood. ■

In Memoriam

Members for Whom PBF Death Claims were Approved in November 2017

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Barboro, R. J.	9/4/17	43	Czunyi, S.	8/18/17	134	Hensley, R. M.	9/13/17	313	Reynolds, R. A.	9/25/17	494	Jender, J. L.	9/18/17	993	Tremblay, C. J.	11/5/16
1	Braune, E.	7/24/17	43	Kerlin, J. A.	9/18/17	134	Johnson, G. R.	9/11/17	317	Chamberlin, D. E.	5/9/16	494	Monheim, D. P.	8/19/17	995	Toole, T. L.	9/10/17
1	Cagle, H. L.	9/15/17	45	Dailey, J. M.	8/24/17	134	Maish, T. W.	7/21/17	317	Washburn, G. G.	5/14/17	494	Sawinski, R.	9/26/17	1186	Kobashigawa, S. T.	7/25/17
1	Depke, A. P.	9/10/17	46	Childs, V. A.	6/25/17	134	Medina, A.	7/18/16	322	Curtis, D. G.	8/15/17	494	Solveson, E. R.	8/21/15	1186	Umamoto, W. S.	7/12/17
1	Intagliata, F. J.	5/16/17	46	Dockter, M.	3/2/17	143	Blankenhorn, K. C.	9/3/17	322	Klann, R. J.	8/12/17	495	Kurtz, P. M.	9/22/17	1205	Sapp, C. W.	8/4/17
1	Mueller, D. W.	9/2/17	46	Gage, L. T.	9/30/17	145	Laverenz, D. R.	9/16/17	325	Richter, H.	8/8/17	502	Berry, K. R.	9/12/17	1245	Pritchard, J. F.	7/10/15
3	Alleyne, A. C.	9/20/17	46	Morton, E. R.	9/16/17	145	McMahill, G. N.	9/22/17	332	Cantu, W. M.	9/6/17	508	Hancock, L. D.	3/17/17	1250	Falkenberg, J. C.	9/11/17
3	Barcia, P. C.	9/5/17	48	Adams, J. H.	10/8/17	146	Allen, J. E.	8/26/17	332	Hakala, C. B.	7/31/17	520	Villermin, G. A.	9/8/17	1253	Perry, G. M.	9/24/17
3	Blanchfield, F. C.	9/28/17	48	Thomas, P. J.	8/22/17	150	Schulz, M. W.	3/19/17	332	Mercado, B. J.	3/8/17	527	Aylor, B. W.	8/16/17	1253	Webb, A. H.	9/6/17
3	Damante, W. M.	9/17/17	51	Hammons, W. T.	9/26/17	153	Simpson, D. H.	9/30/17	332	Rodriguez, M. A.	6/19/17	527	Clemmons, B. J.	7/25/17	1316	Bell, C. R.	9/18/17
3	Diorio, T. J.	9/1/16	53	Burton, W. E.	9/18/17	158	Waupoose, G. L.	8/23/17	349	Fox, D. E.	8/7/17	530	Acton, L.	7/25/17	1547	Hudgins, H. J.	7/31/17
3	Fanelli, A.	9/8/17	55	Wellendorf, M. J.	9/2/17	159	Clark, T. J.	8/10/17	351	Mulherin, P.	8/1/17	530	Ladouceur, K.	9/26/17	1547	Iya, N.	9/25/15
3	Kear, R. W.	7/21/17	58	Nelson, J. E.	8/30/17	163	Bonning, D. E.	10/4/17	351	Peckus, R.	5/21/17	532	Kopp, C. E.	9/25/17	1547	Kragt, G. D.	9/29/17
3	Lappin, M. G.	4/23/17	66	Beeson, J. R.	8/21/17	163	Scott, A. R.	9/6/17	353	Broughton, A. P.	7/29/17	540	Kerzan, R. V.	8/13/17	1547	Manning, P. D.	8/28/17
3	Manzi, L.	9/8/17	66	Hill, G. S.	4/2/17	164	Caporale, J. F.	8/14/17	353	Forsyth, A.	9/13/17	553	King, K. R.	8/31/17	1701	Baggett, B. K.	9/21/17
3	Neu, E. J.	9/23/17	66	Mansfield, R. H.	9/16/17	164	Carpenter, R. J.	9/27/17	353	Gaudet, O.	3/27/17	557	Meyer, S.	5/25/17	1753	Jameson, L. G.	9/26/17
3	Pacheco, J.	9/21/17	66	Price, J. D.	2/21/17	164	Politi, A.	9/30/17	353	McCubbin, A.	9/25/17	557	Smith, M. R.	9/30/17	1925	Shelton, J. W.	9/23/17
3	Saladino, F.	9/3/17	66	Thurman, W. E.	9/2/17	164	Schneider, B.	7/10/17	353	Proudfoot, E. J.	3/16/15	569	Carboni, C.	12/17/16	1947	Culpepper, W. J.	8/10/17
3	Sinacore, P. J.	9/18/17	68	Slavsky, F.	7/20/17	164	Zuelch, M. J.	9/29/17	357	Baumgardner, R. E.	8/26/17	570	Tate, C. O.	9/16/17	2085	Herzberg, J.	6/8/17
3	Tanzi, O.	9/9/17	70	Parrish, L. L.	8/9/17	175	Jones, W. S.	9/28/17	357	Darrow, E. C.	9/1/17	583	Sturgeon, N. T.	9/10/17	2330	Piccott, J. R.	4/21/17
3	Taylor, K. E.	8/24/17	70	Willis, S. P.	6/26/17	175	Thomas, J. A.	8/9/17	357	McWhorter, W. F.	6/5/15	584	Stoudemire, G. M.	1/13/17	I.O. (3)	Richetti, J. J.	9/1/17
3	Tenebruso, R. J.	9/12/17	71	Parker, R. B.	8/19/17	176	Farrar, J. R.	8/27/17	363	Sorenson, W. H.	6/4/17	595	Lucas, J. V.	8/29/16	I.O. (71)	Hoehns, D. D.	9/5/17
3	Vargas, H.	10/1/17	73	Sprague, H. F.	5/28/15	191	Gruenheit, J. E.	8/22/17	363	Williams, J.	9/1/17	596	Luzier, G. A.	9/26/17	I.O. (115)	Rawson, R. D.	4/21/17
3	Weber, J. G.	9/26/17	76	Dooling, H. J.	8/30/17	210	Hartlove, S. A.	9/10/17	364	Eads, D. L.	9/8/17	596	Riley, D. A.	9/25/17	I.O. (291)	Haberle, J. F.	1/7/17
3	Williams, M. A.	8/17/17	77	Boxx, G. E.	8/23/17	212	Brennan, J. P.	9/17/17	364	Vagle, R. V.	7/30/17	602	Allen, M. F.	8/2/17	I.O. (852)	Adderholt, R. J.	8/25/17
5	Fogle, W. J.	9/22/17	77	Tannehill, D. G.	8/23/17	212	Chambers, G. W.	6/5/17	364	Zurowski, E. J.	8/3/17	605	Barham, L.	8/20/17	I.O. (1464)	Nugent, M. A.	10/4/17
5	Hodgetts, J.	8/28/17	77	Williams, K. R.	8/12/17	212	Messer, H. C.	10/2/17	387	Alvarez, E.	8/3/17	605	Burchfield, C. L.	9/13/17	Pens. (48)	Andrew, G. A.	7/4/17
5	Matthews, D. A.	5/3/15	80	Hodges, C. R.	9/19/17	212	Stapleton, H. E.	10/2/17	400	Darella, E. L.	8/8/17	606	Espinal, M. J.	9/8/17	Pens. (477)	Dowse, M. J.	8/17/17
5	Roth, R. E.	9/23/17	86	Vasso, G. M.	10/11/17	213	Cervi, L.	6/17/17	401	Engeler, R. F.	1/29/17	611	Quintana, F. J.	8/2/17	Pens. (637)	Harrell, R. A.	8/31/17
6	Rice, R. D.	8/1/17	98	Heller, C.	9/19/17	213	Fedoruk, R. H.	11/18/16	402	Godeski, M. R.	9/30/15	617	Prescott, M. D.	7/8/17	Pens. (637)	Jameson, T. D.	6/16/17
7	Fuller, G. J.	8/15/17	98	Kenna, A. F.	8/5/17	213	Harshenin, C.	2/6/17	405	Zoll, S.	9/17/17	640	Jirka, K. J.	9/18/17	Pens. (982)	Morris, L. F.	2/15/17
7	McLean, K. F.	10/9/17	98	Luongo, R. L.	7/31/17	213	Irani, C. S.	4/4/16	415	Harris, R. E.	5/11/17	640	Nelson, H. A.	9/2/17	Pens. (1788)	Mandic, V. R.	7/13/17
7	Smith, A. J.	8/21/17	98	Scully, E. M.	9/21/17	213	McLean, D. W.	2/10/16	424	Cooney, J. R.	9/30/17	640	Peters, J. R.	3/12/17	Pens. (I.O.)	Anderson, D. W.	9/13/17
8	Dusseau, V. J.	9/23/17	99	Barcellos, F. E.	7/19/17	222	Gibson, G.	7/15/17	424	Elter, A. T.	7/27/17	648	Hoskins, E. E.	5/14/15	Pens. (I.O.)	Beck, S.	9/12/17
8	Warns, R. J.	9/18/17	99	Colucci, P. M.	9/29/17	222	Odom, D. W.	9/24/17	429	Brannon, D. E.	9/20/17	666	Hill, J. R.	8/26/17	Pens. (I.O.)	Flake, L. E.	8/23/17
9	Banaski, D. B.	8/25/17	100	Gauss, C. C.	6/26/17	222	Smithmier, D. E.	8/19/17	429	Poholski, M. L.	6/3/17	666	Matchunis, B. M.	5/2/17	Pens. (I.O.)	Fosser, T. J.	9/7/17
11	Burgos, V. M.	9/27/17	100	Schmidt, C.	6/24/17	230	Utlley, D. T.	7/26/16	429	Spicer, M. M.	9/22/17	683	Mitchell, G. N.	10/9/17	Pens. (I.O.)	Fox, R. N.	10/1/17
11	Lillywhite, R. B.	9/5/17	102	Lyons, L. T.	10/11/14	236	Jones, K. E.	9/17/17	441	Autrey, H. S.	8/16/17	692	Arnold, M. E.	9/23/17	Pens. (I.O.)	Fresch, A. J.	9/15/17
11	Nichols, Q. T.	5/27/17	102	Mumm, J. E.	8/30/17	236	Keough, J. T.	9/22/17	441	Bauer, G.	9/18/17	697	Hemmons, A. F.	10/6/17	Pens. (I.O.)	Gross, B. E.	8/16/17
11	Purificato, G. J.	9/14/17	103	Funaro, V. L.	8/3/17	236	San Soucie, F. A.	9/20/17	441	Cothran, D. E.	3/25/17	697	Vogel, J. R.	9/30/17	Pens. (I.O.)	Hall, D. R.	9/24/17
17	Davis, E. L.	9/24/17	103	Hughes, E. C.	7/26/17	242	Thoreson, E. H.	8/8/17	441	Ferrell, L. B.	2/21/17	702	Sherl, L.	8/28/17	Pens. (I.O.)	Hardwick, D. E.	9/12/17
18	Luke, W. H.	9/6/17	103	Newton, H. E.	9/13/17	245	Momany, J. F.	8/9/17	441	Wright, R. H.	9/29/16	712	Brumbaugh, N. A.	8/19/17	Pens. (I.O.)	Kochan, A. R.	6/21/15
20	Boyle, J. P.	9/8/17	103	Rittenberg, P.	10/30/16	245	Stuedler, R. R.	9/9/17	443	Roden, J. C.	8/2/17	716	Henderson, M. D.	8/10/17	Pens. (I.O.)	Lit, L.	11/17/12
20	Hipolito, E. H.	3/8/16	104	Henley, Y. M.	7/31/17	252	Dopkowski, W. J.	7/14/17	444	Broomfield, M. W.	9/12/17	716	O'Campo, A. S.	9/26/17	Pens. (I.O.)	Logsdon, G. F.	9/13/17
20	Moorhead, W. W.	3/27/15	105	Davies, D. A.	10/11/17	257	Lane, P. W.	8/18/17	449	Davis, R. J.	9/17/17	728	Perrine, W.	9/6/17	Pens. (I.O.)	Long, N. D.	2/1/17
25	Brush, J. R.	10/8/17	105	Stegmaier, G.	9/26/17	258	Filleul, R. O.	7/20/17	449	Trappen, E. A.	10/3/17	760	Joiner, M. S.	9/27/17	Pens. (I.O.)	Lowery, A.	8/27/17
25	Duffy, E. W.	9/18/17	105	Truty, N.	10/2/17	258	Firman, J.	3/24/17	453	Campbell, J. R.	8/21/17	760	Lewis, E. E.	7/28/17	Pens. (I.O.)	Lucas, R. L.	9/10/17
25	Horigan, D. C.	7/24/17	106	Kraiger, F. W.	8/29/17	261	Wombolt, T. L.	9/14/17	455	Harris, J. S.	9/19/17	768	Phoenix, J. A.	5/3/15	Pens. (I.O.)	Marcella, J. F.	6/6/17
25	Hutton, D. J.	1/3/17	110	Moore, D. C.	9/9/17	266	Ray, K. J.	12/21/15	456	Chinchar, M. N.	10/5/17	773	Shanbaum, M.	9/27/17	Pens. (I.O.)	Martindale, R. E.	9/30/17
26	Brown, H. M.	9/7/17	110	Morford, D. L.	4/25/17	271	Reheis, C. A.	6/29/15	456	Stampiglia, G. D.	8/4/17	804	Blaskavitch, S.	8/10/16	Pens. (I.O.)	McCullough, E. C.	8/27/17
26	Epperhart, A. P.	7/17/17	113	Jahn, K. L.	9/2/17	278	Womeldorf, G. R.	9/9/17	456	Wolford, J. C.	5/1/17	816	Semler, R. B.	9/19/17	Pens. (I.O.)	Morgan, K. T.	9/26/15
26	Main, C. L.	8/20/17	124	Brown, C. E.	10/13/17	280	Wright, G. V.	7/28/17	465	Hewitt, W. L.	9/1/17	852	Ferguson, T. V.	5/26/17	Pens. (I.O.)	Nellis, R. F.	10/5/17
26	Porter, F. X.	9/11/17	124	Hill, T.	2/17/17	295	Pack, J. D.	7/22/17	466	Fitzpatrick, M. P.	10/4/17	855	Blanchard, W. J.	9/12/17	Pens. (I.O.)	Nelson, R. C.	9/14/17
26	Shepherd, C. C.	9/6/17	124	Mathews, B.	9/21/17	295	Wilson, J. E.	8/24/17	466	Richardson, A. E.	9/16/17	876	Shaffer, E.	8/1/17	Pens. (I.O.)	Smith, G. A.	9/19/17
26	Shifflett, W. C.	10/1/17	124	Newsom, J. O.	9/11/17	301	Clemmons, L. G.	9/11/17	466	Saddler, P. R.	1/14/16	876	Warner, W. W.	9/8/17	Pens. (I.O.)	Staats, L. I.	9/29/17
34	Mendl, L. L.	8/9/17	124	Phillips, C. A.	9/11/17	302	Flores, A. B.	9/25/17	474	Anderson, J. A.	8/21/17	903	Rose, R. J.	9/10/17	Pens. (I.O.)	Stone, N.	9/1/17
34	Moore, D. M.	7/13/17	125	Chulufas, L. A.	9/9/17	303	Wall, J. R.	3/17/16	474	Benedetti, R. S.	9/6/17	910	Drummond, E.	7/2/17	Pens. (I.O.)	Strauch, J. R.	8/16/17
35	Buell, G. K.	10/2/17	125	Hall, J. N.	11/17/13	304	Barten, W. O.	8/1/17	477	Brassard, N. P.	5/16/17	915	Livingston, B. L.	9/12/17	Pens. (I.O.)	VanMaenen, J. T.	8/3/17
35	Kerr, L. N.	9/7/17	125	Sahnow, W. W.	8/17/17	304	Hill, G. F.	8/16/15	481	Benjamin, D. L.	8/3/17	934	Light, R. E.	8/7/17	Pens. (I.O.)	Watts, J.	9/24/17
38	Coulter, S. A.	6/30/17	126	McCauley, J. L.	9/18/17	304	Hogan, D. W.	9/19/17	481	Jennings, K. M.	8/26/17	949	Long, E. J.	8/25/17	Pens. (I.O.)	Wittman, C. J.	12/30/16
38	Kozel, G. R.	9/3/17	126	Spencer, T. R.	7/3/17	304	Tollefson, B. E.	7/30/17	481	Sture, L.	10/1/17	952	Pina, J.	9/19/17	Pens. (I.O.)	Youngbauer, K. S.	9/25/17
38	Steele, R. J.	9/12/17	126	Staedt, R. B.	10/4/17	307	Logsdon, E. P.	8/26/17	481	Walker, F. D.	9/12/17	952	Razo, A.	8/17/17			
39	Saunders, W. R.	9/5/17	127	White, J. L.	9/2/17	309	Easter, F. L.	10/16/17	488	McCallum, G.	9/22/17	953	Fillner, H. J.	5/29/15			
41	Erler, H. C.	2/1/17	130	Weysham, L. W.	7/9/17	309	Hartman, R. L.	8/23/17	490	Burke, T. C.	8/26/17	972	Muse, J. A.	9/25/17			
42	Rheaume, L. H.	9/20/17	134	Brucato, P.	9/13/17	309	McCaw, D.	8/28/16	494	Axt, J. A.	6/28/17						

LOCAL LINES

Memorial Golf Tournament — Benefit for Area Charities

L.U. 35 (i), HARTFORD, CT — Our Golf Committee did an excellent job again this year putting on the 119th Annual IBEW Andy Weigert-Ted Martocchio Memorial Golf Tournament. They were able to make charitable donations to the Lupus Foundation of America-Connecticut Chapter, the Salvation Army, and Make-A-Wish Foundation CT. Thanks to our committee and volunteers! Best wishes for a happy and healthy new year!

Bruce A. Silva, B.M./F.S.

'Not Everyone Gets Snow Days'

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA — There's no such thing as a snow day for many of our members. Because when you work for a utility company and a storm hits, duty always calls. Electricity is an essential service, and there are countless homes, businesses, hospitals, and government agencies that count on us to keep the power flowing.

Although winter storms can wreak havoc on the electrical grid leading to significant outages, challenges and increased customer demands, it doesn't stop our members from doing their best to maintain operations at power plants, clear power lines, restore power, answer distress calls, manage the grid, troubleshoot, and provide support to each other.

And let's not forget one of the biggest challenges when you don't get snow days — just getting to work. Digging out snow covered vehicles, de-icing, and clearing driveways is just the prelude to a sometimes-white-knuckle drive through snow, wind, ice — often in the dark.

That's why during winter months we must take



Even on stormy snow days, duty calls for IBEW Local 37 utility sector members.

extra precautions so that we always make it back safely to our homes and loved ones. Before heading out to work or to a trouble call, always make sure your windshield is cleared and defrosted, that you have good winter tires, extra cold weather clothing, enough fuel, traction sand, and a fully charged cell-phone. Always remember - safety takes you home!

Ross Galbraith, B.M.



Local 41 Retirees Club Pres. Frank Mahoney (left), 70-year member Robert Bordner and Bus. Mgr. Mike Gaiser.

2017 Events a Success

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY — Happy new year, sisters and brothers! 2017 was busy with union events throughout the year. Two events we held had never been done here before. In May, our graduating fifth-year apprenticeship class stepped up and held a gun raffle to raise money for our IBEW Local 41 Charitable Foundation. The event sold out and was run very efficiently, with great prizes and side raffles. Thanks again to our fifth-year apprenticeship class!

Local 41 members, also for the first time, participated in a trap and skeet shoot at Hamburg Rod and Gun Club in July. Members enjoyed the extremely hot day shooting a round of trap and skeet, along with food and refreshments. It was nice to hold a new event, and sisters and brothers who participated found it interesting to attend. We have since gotten together to shoot again and are in talks to enter a team into a league.

This year at our annual retirees luncheon, eligible members received their IBEW service pins. Honorees ranged from members with 20 years of service to two members, Robert Bordner and Joseph Falzone, with 70 years of service. Bus. Mgr. Michael Gaiser thanked all in attendance for their longtime service and also expressed thanks to members for having the foresight to start all of our benefit funds. Thank you!

Gregory R. Inglut, A.B.M.

Heroic Action Taken

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Local 47 members took action during the deadly shooting in Las Vegas on Oct. 1 last year. Four Local 47 members involved were shot and still shielded families. Uninjured was journeyman lineman Jake Codemo, who carried a wounded stranger to safety. In addition, Local 47 journeyman linemen Michael Hesselton, Justin Burton and Collyn Berling along with field service Rep. Michael Robertson were all wounded and courageously shielded family members and strangers. Two other of our members' children were shot as well. All our members and their children who were wounded are on the road to recovery.

Southern California Edison (SCE) collective bargaining agreements were ratified by a margin of 94 percent. Negotiations continue at the City of Banning. New agreements are in place at the City of Anaheim. We will soon begin bargaining for a first agreement for newly organized members of Anaheim's Utility Engineering department.

IBEW Local 47's Brotherhood Motorcycle Rally was a great success, raising nearly \$7,000 for Casa Colina Rehab and our injured workers' fund.

As this article went to press, we were looking forward to the Local 47 Christmas & Holiday party on Dec. 15, 2017, in Diamond Bar.

We are saddened to report the death of members Pamela D'Spain, Martin Torres, Randy Bierl, Samuel Casillas, Don Vela, Evan Guest and Joann Alkire. Our prayers are with their loved ones.

Mitch Smith, P.S.



Springfield, IL, IBEW Local 51 members working in Florida for Davey Tree company during aftermath of Hurricane Irma.

Code of Excellence Training; IBEW Storm Restoration Crews

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — Thanks to all who attended our annual picnic in September and to those who volunteered to help make it a success. A special thank you to Bro. Brandon Blair for frying catfish and to Bro. Howard Johnson and his son for the delicious brisket, pulled pork and ribs.

We continue to train our members on the IBEW

Code of Excellence. Sixty-one of our members working at the Havana plant recently completed C.O.E. training, bringing the total to 314 members trained in 2017.

Local 51 members were committed to helping Texas and the Gulf Coast after Hurricanes Harvey and Irma hit. Approximately 40 tree trimmers and 85 linemen responded to the calls for help. Thank you, brothers and sisters, for not only restoring power, but also helping residents in the affected areas return to some normalcy.

Our construction outlook remains steady in line, substation, and line clearance tree trimming work. Be safe and attend your unit meetings.

Karlene Knisley, B.R.



At Local 47's University of Southern California tailgater. Front row, seated: journeyman lineman Michael Hesselton (left) and family. Back row, standing: Asst. Bus. Mgr. Arnold Treveno (left), Asst. Bus. Mgr. Colin Lavin, and Seventh District IEC member and Local 47 Bus. Mgr. Pat Lavin. Bro. Hesselton attended with surgical staples still in his shoulder.

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Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via email (locallines@ibew.org) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at www.ibew.org/media-center/IBEW-News-Media-Center/Submitting-Local-Lines. Please email or call the Media Department at (202) 728-6291 with any questions.

Trade Classifications

(as) Alarm & Signal	(et) Electronic Technicians	(mps) Motion Picture Studios	(rts) Radio-Television Service
(ars) Atomic Research Service	(fm) Fixture Manufacturing	(nst) Nuclear Service Technicians	(so) Service Occupations
(bo) Bridge Operators	(govt) Government	(o) Outside	(s) Shopmen
(cs) Cable Splicers	(i) Inside	(p) Powerhouse	(se) Sign Erector
(catv) Cable Television	(it) Instrument Technicians	(pet) Professional, Engineers & Technicians	(spa) Sound & Public Address
(c) Communications	(lctt) Line Clearance Tree Trimming	(ptc) Professional, Technical & Clerical	(st) Sound Technicians
(cr) Cranemen	(lpt) Lightning Protection Technicians	(rr) Railroad	(t) Telephone
(ees) Electrical Equipment Service	(mt) Maintenance	(u) Utility	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(uow) Utility Office Workers	(ws) Warehouse and Supply
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers		
(es) Electric Signs	(mar) Marine		

Efforts are made to make this list as inclusive as possible, but the various job categories of IBEW members are too numerous to comprehensively list all.



At Local 53's celebration of its 100th anniversary, from left: Bus. Mgr. Brett Stone, Int. Sec.-Treas. Kenneth W. Cooper, Local 53 Pres. Todd Duvall and Int. Pres. Lonnie R. Stephenson.

100th Anniversary Celebration; International Lineman's Rodeo

L.U. 53 (lctt,o,rt&u), KANSAS CITY, MO — The construction work remains steady and we have standing calls. We have full employment with the LCTT (line clearance tree trimming).

We had a good showing at the 2017 International Lineman's Rodeo. We had multiple teams compete and one team that finished in second place in the Contractor Division. Congratulations to journeyman linemen Steve Ferguson, Andy Pearson and Kurt Schnakenberg.

We also celebrated our local's 100th anniversary on Nov. 4. Around 1,200 members and their guests helped us celebrate this special occasion.

Local 53 will need all our members to take a stand against anti-union Missouri Gov. Eric Greitens and make sure we vote so-called "right to work" down in November 2018. [Editor's Note: To read more, see August 2017 news article, "In Missouri, Fight Against Right-to-Work is Far from Over," posted on IBEW website at www.ibew.org/media-center/Articles.]

Brett A. Stone, B.M./F.S.

Tribute to Honorees

L.U. 103 (cs&i), BOSTON, MA — On Oct. 14, Local 103's Italian American Club held its Italian Heritage and Traditions celebration at the union hall with more than 500 union members and their families in attendance. This year's honorees were Paul A. Guarracino and Anthony G. Ferzoco Jr.

Paul Guarracino is the founder and principal of J.M. Electrical Company in Lynnfield, an industry leader in building automation systems and control systems. Paul has served as a trustee of the IBEW Local 103 Trust Funds and on the JATC Committee. He is a past president of NECA Boston Chapter and in 2014 was elected into NECA's Academy of Electrical Contracting. He also serves on the Board of Trustees at Wentworth Institute.

Anthony Ferzoco Jr. is a second-generation, 37-year dedicated member of IBEW Local 103. Now a retiree, he is enjoying the benefits of his outstanding career as a Local 103 member. Tony comes from a family of Local 103 members, 14 in all, including many of his brothers. His father, Tony Sr., began teaching at Local 103's training school in 1960 and became one of the union's longest tenured instructors.

Congratulations to Paul and Tony, and our thanks for the great participation by our union!

Jimmy Fleming, P.S.

IBEW/NECA Safety Summit

L.U. 125 (lctt,o,t&u), PORTLAND, OR — The IBEW/NECA Safety Summit was held Nov. 1. The event was hosted jointly by the Northwest NECA Chapters and IBEW Locals 77, 125, 483 and 659. Keynote speaker Bill Sims Jr. dis-

cussed behavior-based recognition with human and organizational performance to help increase safety partnerships throughout the Pacific Northwest.

After IBEW Local 125 Asst. Bus. Mgr. Jake Carter launched the conference and Bus. Mgr. Travis Eri presented welcoming remarks, Sims delivered his program, entitled

"Green Beans and Ice Cream." In June, Sims delivered the message to CEOs, general managers, and executive leadership for all utilities in Oregon and Washington along with the NECA contractor partners. This session focused on middle management and front-line leaders.

"We all want the same thing — to go home safely each night," said Eri. "Our hope is that we can all do better at demonstrating servant leadership and recognizing positive reinforcement with safety."

Thank you to Jake Carter for leading organizing efforts along with the Safety Summit Committee members Travis Eri, Lou Walter, Alice Phillips, Banjo Reed, Tracy Harness, Bill Meyer, Larry Becht, Steve Cant and Byron Allen.

Marcy Grail, A.B.M.

2018 Work Picture Strong; Volunteer Opportunities

L.U. 191 (c,i,mo,rtb&st), EVERETT, WA — As a new year begins, we want to acknowledge a special highlight from the last year. Our JATC graduated 20 Inside Wire apprentices, with Travis W. Kiefer earning Apprentice of the Year honors. We also graduated 10 Sound & Communications technicians, with Nakos A. Marker earning Apprentice of the Year recognition. Congratulations to our graduates and all who helped make this achievement possible.

Both our work picture and our organizing program remain strong. We continue to welcome many skilled IBEW travellers to our jurisdiction, while also bringing in many previously unrepresented electricians.

I want to remind members of two great volunteer opportunities for this year:

- Safety Committee, meeting the fourth Thursday of each month at 6 p.m. in the Mount Vernon Trailer. Bro. Donnie Lewis chairs this committee and all are welcome.
- Political Education Committee, meeting the second Thursday of each month at 6:30 p.m. in the Mount Vernon Trailer. Bro. Dan Verda chairs this committee and all are welcome. Remember, this is an election year!

Our president, Damien Fisher, is seeking volunteers for our many social events already in the planning for 2018 — golf, picnics and ball games to name a few. It's a lot of fun and you are sure to run into some old friends at these events.

Lastly, thank you to all our members for manning our work and doing good work, day in and day out. You, the members, are the face of the IBEW every day.

Bill Mirand, P.S.

Four-Year Contract

L.U. 193 (i,lctt,o,rt,spa&u), SPRINGFIELD, IL — We are currently under Donald Trump's "ball bat"! Health care? National budget? All yet to be dealt with by the

current presidential administration and the U.S. Congress as of press time — and that's not good! No budget from Illinois Gov. Bruce Rauner for three years? Pitiful progress for his so-called "turnaround agenda." How much do our members and working folks have to endure here in "The Land of Lincoln"?

Local 193 recently completed lengthy negotiations with City Water Light & Power. Negotiations resulted in a four-year contract that features 7.2 percent in wage increases over the life of the contract, with residency rules.

Our sympathies go out to the families of recently deceased members Ted Watkins, Robert Wolf and Michael Leach.

I hope IBEW members and their families had a happy Veterans Day, a happy Thanksgiving, and a merry Christmas in 2017! Best wishes to all for the new year ahead.

Don Hudson, P.S.

Apprentices & Retirees Volunteer Community Service

L.U. 197 (em&i), BLOOMINGTON, IL — We wish everyone a happy new year! We hope our members are busy working in 2018 and stay safe while doing so.

Our fifth-year apprentices volunteered their time to trench in a new power feed to light up a sign for the Bloomington American Legion Post 56. The apprentices were pleased to do something nice for those who have helped secure our freedom — and to also turn the project into a learning opportunity as well. Journeyman wireman Adam Halliday taught the class on how to proficiently and safely operate the trencher, and we are grateful for his time and help. Special thanks go to Weber Electric, which kindly donated the trencher.

Our retirees have been busy helping the community also. Some of the retirees have continued the tradition of lighting up the "Festival of Trees," which is a fundraiser for the Baby Fold, a nonprofit that helps underprivileged children. This is an annual tradition that the Retirees Club has headed up for over 20 years. We hope everyone feels that it is an honor to use our skills to help groups in our community and make it a better place to live. We thank those who do so, another reason we are proud to be IBEW.

Remember to get involved in the local and stay involved!

Mike Raikes, Pres.



Local 197 journeyman wireman Adam Halliday (left) coaches fifth-year apprentice Josh Roig on how to safely operate a walk-behind trencher.

Renewable Energy Projects

L.U. 223 (em,govt&i), BROCKTON, MA — As we look back at 2017, some projects were slowed or delayed until the end of that year, or are scheduled to begin in early 2018. The good news is that we have been able to keep the members working on other projects, and we have brought new members into our local.

We look forward to the Alnylam Pharmaceutical project continuing to hire in the first part of this year, and the Sandwich Power Plant construction is scheduled to begin this spring.

As always, renewable energy projects will be a big part of the upcoming work. In 2018 the Commonwealth of Massachusetts will select a developer for offshore wind power. With this selection there will be a new industry in southeastern Massachusetts. Offshore wind will provide jobs at the New Bedford port, which will be the staging ground for the project.

Our RENEW Committee became very active in 2017 and we look forward to them continuing their community service and having more member participation in 2018.

Local 223 wishes all in the IBEW a safe and prosperous new year.

David W. Fenton, B.M./F.S.

Transitions Announced; Toledo Walleye Hockey Game

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OH — Happy new year to everyone. I hope the holidays were good to you. The new year brings changes to Local 245 as a result of last year's local union election. We are welcoming some new officers to the local and we would also like to thank the outgoing officers for their service. Also, Local 245 would like to welcome Shane Bauman to the position of assistant business manager. Shane will be replacing Ken Erdmann, who will retire Feb. 1, 2018. We thank Ken for his service and wish him a long and enjoyable retirement.

The work on the outside is steady at this writing. And we are still working on a few negotiations left over from last year, which should be wrapping up shortly.

With its future still looking uncertain, Davis-Besse nuclear power plant is preparing for its spring refueling. And Bayshore power plant could be looking at new ownership this year.

On the social front, Lisa Tracy and Amanda Parker are planning yet another great night at the Toledo Walleye hockey game to be held Feb. 24. Dinner will also be provided.

Until next time, work safe and get involved with the union. Remember, the union is only as strong as its membership.

Ray Zychowicz, P.S.

'Fresh Start for New Jersey'

L.U. 269 (i&o), TRENTON, NJ — In a resounding rejection of the political ideology of widely unpopular outgoing New Jersey Gov. Chris Christie, once a key Trump surrogate and head cheerleader, voters ushered in a new era of government by electing Phil Murphy as their next governor. Gov.-elect Murphy defeated Republican Lt. Gov. Kim Guadagno by 12 points.

Boots on the ground and a strong get-out-the-vote effort by organized labor across the state ensured that we will indeed have a seat at the table when policy is crafted and acted upon by the New Jersey state Legislature. The good news concerning the governor's race was augmented by the win of an additional Democratic seat in the state Senate and the gain of two Democratic seats in the State Assembly, giving the Democrats a solid majority in both legislative bodies.

While New Jersey once had a governor who sought to curry favor with billionaires at the expense

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of the state's hard-working residents, we now have a new governor-elect who sought out the middle class to help him achieve his goals and who has promised to return the favor in kind.

Brian Jacoppo, P.S.

Tribute to Life of Service; 2017 Chili Cookoff Benefit

L.U. 309 (i,lctt,mo,mt,o,rts,spa&u), COLLINSVILLE, IL — Local 309 participated in the annual Belleville Chili Cookoff on Oct. 6-7 last year. Proceeds from the event totaled nearly \$2,500, which went to the distressed members fund. A thank-you goes out to the many members who volunteered their time for this worthwhile cause.

Work on the Inside branch is slow at the present. Thank you to sister IBEW Locals 1 and 649 for employing some of our members.

Outside construction has been very busy and looks to be that way for the foreseeable future.

Bro. Art Minor Jr. passed away Oct. 22, 2017. Art was an electrician and proud member for 35 years. Art was first elected recording secretary in 1990 and served in that role until 1996 when he was elected to the Executive Board. He was brought into the office by then-business manager Jack Whealon to serve as Local 309's first full-time organizer. He worked as assistant business manager/organizer for 12 years. He will be missed by many members and friends. He touched many lives. Art was 54 years old.

Best wishes to all for a safe and happy new year.

Scott Tweedy, A.B.M.

'We the Workers' — 2018 a Pivotal Election Year

L.U. 347 (em,i,mt,rtb,rts&spa), DES MOINES, IOWA — Happy new year. 2018 will be a pivotal year for labor in Iowa. The Iowa state Legislature and the Iowa executive branch dealt state workers a serious blow by repealing their right to bargain in good faith for conditions of employment including health care, the process surrounding their reviews, vacation time,

hours of work and overtime pay.

Furthermore, the 2017 law — which was rammed through the state Legislature and signed by then-governor Terry Branstad in record time (17 days) — requires the bargaining units to recertify prior to the termination of the existing contract and caps the wage increase at 3 percent or the cost of living per consumer price index (whichever is lower). Thus, it is essential that all laboring men and women, union and nonunion, go to the polls this election year to set a new course for the workers of this state. It is necessary this year to remove those who sit in the halls of government and disrespect those who do the work of the people of this state.

I encourage every brother and sister to take a moment at coffee break and look at the American Legislative Exchange Council's (ALEC) agenda. It is not limited to government employees — they have their sights trained on us! Shipping jobs overseas, taking away employee rights and lowering wages are their talking points.

Mark your calendar now to vote in every election to be held in your precinct this year!

Mike Schweiger, P.S.

Installation of Officers

L.U. 349 (em,es,i,mps,rtb,rts,spa&u), MIAMI, FL — At our July 6, 2017, union meeting, installation of local union officers took place. Fifth District Int. Vice Pres. Joseph S. Davis was in attendance and gave a great speech before swearing in the officers.

We appreciate Vice Pres. Davis for taking time from his busy schedule to attend and administer the oath of office to elected officers.

Local 349 officers are: Bus. Mgr./Fin. Sec. Bill Riley, Pres. David Karcher, Vice Pres. Bill Callenius, Rec. Sec. John McHugh, Treas. Brain Rappaport. Executive Board members: Kris Beckford, Kenny Fennell, Paul Gannett, Sergio Mayor and Chris Simpson. Examining Board members: Marcos Gonzales, Cris Mendoza and Dale Stoodt. Welfare Board: Louis Bui, Manny Celdran, Demetrio Gracia, James Naegely and Danny Yoham. Best of luck to all the Local 349 officers.

In October we had our annual picnic. There was a new barbecue cooker and it was a nice day. Pres.



Fifth District Int. Vice Pres. Joseph S. Davis (standing, third from left) swore in Local 349 elected officers.

Karcher and the Entertainment Committee did another great job getting everything ready for the picnic. There was a good turnout and everyone had a great time.

Remember our military service men and women on duty here and overseas.

Support a strong local union. Attend local union meetings. Help with events the local supports and puts on for the membership's benefit.

Work safe, work smart.

Frank Albury, P.S. Pro Tem

Awards for Heroic Acts

L.U. 375 (catv,ees,et,govt,i&mo), ALLENTOWN, PA — On Nov. 1, Local 375 recognized four of our brothers for their heroic acts in an emergency situation. Bro. Michael Lacro and Bro. Christopher Zippel were presented with the IBEW Life Saving Award. In addition, Bro. Austin Bangor and Bro. Mark Dorsey received the IBEW Certificate of Recognition.

On April 3, 2017, at the Nestle Purina expansion project, Bro. Lacro discovered an unconscious construction employee. He was found lying on the ground, next to a fork truck that had crashed into a dumpster, with a laceration to his head. Bro. Lacro immediately checked for vital signs after noticing that the employee was not breathing.

As Bros. Bangor, Dorsey and Zippel arrived, they assessed the situation and implemented emergency procedures. Lines of communication were established, plant personnel were notified and the nearest AED (automated external defibrillator) was retrieved. For approximately eight minutes, Bro. Lacro, Bro. Zippel and a coworker of the victim performed resuscitation procedures.

As a result of their combined efforts, the employee began to cough and breathe on his own. Shortly thereafter Nestle EMS, Cetronia Ambulance and South Whitehall police arrived at the scene. The employee was transported to a local hospital and ultimately released home to recover.

With their decisive actions and utilization of training, our IBEW brothers were able to stabilize the situation and render aid. The successful recovery of the injured employee is a direct result of our members' training and their confidence in it. In honor of their

noble acts of compassion in crisis, Local 375 wishes to commend Bros. Lacro, Zippel, Bangor and Dorsey.

Christopher Kaufman, B.R.



IBEW Local 379 Pres. Scott Thrower (left) receives labor award presented by Southern Piedmont CLC Pres. Tim Rorie.

Steward of Labor Award; Work Picture Strong

L.U. 379 (i,lctt,o&rtb), CHARLOTTE, NC — Charlotte held its 18th Annual Labor Day Parade in September and 100-plus IBEW members turned out to help represent the building trades' important contributions to the labor movement.

Also in labor news, IBEW Local 379 Pres. Scott Thrower received the Steward of Labor Award presented by the Southern Piedmont Central Labor Council at its 5th Annual Victory Dinner. The council's yearly dinner celebrates the hard work of union members working on election campaigns and raises money to fund GOTV (get out the vote) programs. The dinner is well-attended by union members, leadership and local politicians. The Steward of Labor Award is presented to a longtime labor leader who has given freely of his or her time and energy to the labor movement in the spirit of servant leadership and organizing.

Work continues at a breakneck pace in the 379 jurisdiction. It has picked up out of our Greenville, SC, office, with new construction projects and work in

water treatment facilities. The northwest area of our jurisdiction is part of the "data center corridor" of North Carolina. We have multiple projects in that area; on one project, ground has been broken and construction has started on five new buildings. Another data center is completely renovating its existing gear and distribution systems. Work in the city of Charlotte, the economic hub of our



Local 375 Pres. Craig Siegfried (left), Austin Bangor, Christopher Zippel, Michael Lacro and Bus. Mgr. Paul Anthony.

IBEW MERCHANDISE



IBEW Railroad Hat \$9.00

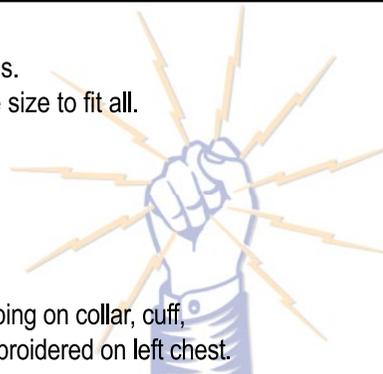
Khaki Twill, with dark blue button and vent holes. Features embroidered railroad logo. Adjustable size to fit all.

Tie Clasp \$6.00

Gold-tone tie clasp - 2" length with U.S. and Canadian flags above IBEW initials.

Black Wind Shirt \$29.50

65% polyester - 35% micro poplin with nylon ribbing on collar, cuff, and waistband. Features white IBEW initials embroidered on left chest.



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district, continues to see a boom of new construction. The work picture is good here!

Ashley Hawkins, Organizer

'Challenges & Opportunities'

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, IDAHO — Greetings, brothers and sisters. 2017 flew by as the years tend to do. There are always new challenges facing us as we start a new year and each day. I would like to thank all of our staff and our members who are helping Local 449 and the IBEW meet those challenges and turning them into opportunities. We have a lot to be thankful for, and I hope you got a chance to slow down and enjoy your blessings during this holiday time of year.

Congratulations to our most recent retirees: Blair Carlson and Benny Beck. Enjoy your retirement, brothers! You have earned it — best wishes to you and yours.

In memoriam: David Ruchti, Richard Davis, Devon Kofoed and Edward Trappen. Our heartfelt condolences go out to their families and friends.

Ned Jones, B.M.



Local 569 welcomes 40 new members from Precision Electric.

Also, we were successful in having the San Diego Metropolitan Transit System move toward a pilot program for zero-emission EV buses — new technology that could create more jobs.

After 22 years in business, Precision Electric has joined the IBEW. We extend a warm welcome to our 40 new IBEW 569 members! Also, a big thank-you to our Executive Board members Nephi Hancock and Joe Heisler for volunteering many hours to update our retiree boards! And congratulations to our IBEW 569 Bus. Mgr. Nicholas Segura for being honored as the California Assembly District 80's Outstanding Latino Community Leader.

2017 was a great year and we're heading into 2018 as a stronger local thanks to you and your hard work!

Gretchen K. Newsom, P.S./Organizer

70-Year Service Award

L.U. 575 (i), PORTSMOUTH, OHIO — Congratulations to retired Local 575 member Lou Imes, who received his

IBEW 70-year service pin.

Born June 23, 1923, Lou has seen a lot over his career. In the 1950s, Bro. Imes served as president of Local 575, during the tenure of another Local 575 member, then-international president Gordon M. Freeman.

When Lou came into Local 575, there were a mere 17 members — Lou and his two classmates made it 20 members. Lou served in many capacities throughout his career, including as foreman and general foreman on various projects at the New Boston



Local 575 retired member Lou Imes receives his 70-year service award.

Steel Mill. It was an honor to present this IBEW service award to such a great union member!

Dan Shirey, B.M.

Honored for Service

L.U. 595 (c,cs,govt,i,mt,se&st), DUBLIN, CA — Sister Bridget Hall was honored in September by Tradeswomen Inc. and many of her peers for her work and dedication to the IBEW and the labor movement. Sister Hall serves on the Local 595 Executive

Board and the Alameda County JATC Trust and has served in numerous other capacities over the years. Sister Hall exemplifies the commitment and leadership our local continues to foster and Local 595 also thanks her for everything she does.

Another thank-you from Local 595 to Int. Rep. Tracy Prezeau of the IBEW Education Department, who conducted steward training for Local 595 inside apprentices and journeyman inside wireman in November.

Jason Gumataotao, Org./P.S.

Organizing Success; New Contractors Welcomed

L.U. 613 (em,i,o,rts&spa), ATLANTA, GA — Jerome Jackson and James Carr of our Organizing and Business Development team have had a busy year. Under the direction of Bus. Mgr. Kenny Mullins, their efforts have led to organizing three new contractors in the last six months as of this writing. Georgia Green Energies, Red Light Electric, and Pipeline Controls and Services are new to our local and have brought our local to 62 contractors, as of press time. In early November the Local 613 team coordinated a "top down, bottom up" organizing blitz. The results of these efforts have put Local 613 in the position to have four more potential contractors signing on.

The "bottom up" side of our efforts has not slowed down at press time. Attending job fairs and an apprentice blitz at the training center has helped to get the IBEW message out to those interested in the electrical trade. The past six months saw over 120 new members join our ranks. This has brought our local to over 4,000 members. The job of the organizer is essential and never-ending.

James Williams, P.S.

Organizing Drive a Win

L.U. 639 (i&rts), SAN LUIS OBISPO, CA — During an organizing effort, members of IBEW Local 639 displayed a large banner at a new hotel under construction in downtown Pismo Beach, CA.

With over 50 percent of the job salted down, the local filed a petition with the National Labor Relations Board (NLRB) for an election. Due to multiple circumstances the petition was withdrawn, and we then sought help from the California Contractors State License Board (CSLB). State inspection found the contractor to be in violation of California state certification laws and was ordered to stop work.

The banner was an effective organizing tool. It

was spring break and Pismo Beach was flooded with tourists enjoying the surf. Within a few hours of our presence at the construction site, the electrical contractor was on the phone with Bus. Mgr. Mark Simolin. By the following Monday, we had a signed letter of assent. We were able to get the job turned around and the project was successfully completed using IBEW Local 639 electricians.

Thanks to the many volunteers, local newspaper New Times, and the Local 639 members who salted the job. The organizing effort was a success.

Kurt McClave, P.S.



During organizing drive, IBEW Local 639 members display large banner at a hotel under construction in downtown Pismo Beach, CA. From left: Local 639 journeymen Mike Ruch, Jayme Goss, Tom Monroe, Dan Miller and Jaime Quintana.

RENEW Lights Rosser Park

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN — The IBEW Local 697 RENEW Committee put their best foot forward in the community to relight Rosser Park in Hobart Township.

The 40-acre park received a fresh makeover that included tree/vegetation removal, new paint on the playground equipment, sand along the lake to reopen the beach area, and four new LED light towers wired by the Local 697 RENEW Committee.

Over 1,000 feet of underground electric was installed by 697 RENEW members Lloyd Martinez, Jeff Krug, Cor Braner, Aaron Oskam and Sam Coveris. All the electrical material was donated by our signatory contractors A&E Electric, Sargent Electric, Prusak Electric and Austgen Electric.

Local 697 was publicly recognized at the Hobart Trustee's meeting and received a great write-up in our local paper. The park, which had received minimal use in recent years, has become more popular and the recent enhancements have inspired nearby residents to



IBEW Local 697 RENEW Committee wired four new LED light towers at Rosser Park.



Fellow IBEW brothers stand beside utility trucks lining site of funeral procession for late Local 499 member Jeff Sanders.

Remembering a Brother

L.U. 499 (u), DES MOINES, IOWA — The picture accompanying this article was taken on the day of the funeral of a fellow brother, Jeff Sanders, who passed away too soon in August 2017.

Brother Sanders had a little over 40 years with the IBEW and was very active with the union and as a union steward. Several fellow IBEW brothers made the route of the funeral procession an unforgettable sight as a tribute to Sanders. Various MidAmerican Energy trucks driven by fellow brothers lined the streets, proudly displayed the American flag and the local's flag, and a few members even climbed poles. Makes a person proud to belong to such a great Brotherhood!

Sarah Faber, P.S.

Looking Back & Lighting the Way Forward

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA — 2017 was a year of immense progress for IBEW Local 569 and our members!

Gov. Jerry Brown signed into law our priority legislation, Assembly Bill 805, authored by Assembly-member Lorena Gonzalez Fletcher. This legislation will instill transparency and accountability into our public transit agencies, put us on a path toward building a modern transit system, combat climate change, and require our transit agencies to utilize a skilled and trained workforce or have a project labor agreement (PLA) on all construction projects over \$1 million.

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better maintain their properties. The IBEW Local 697 RENEW committee is truly leading by example and we appreciate the support from our signatory contractors.

Ryan Reithel, B.M./F.S.



Tampa, FL, Local 915 congratulates Bro. Imani Poole (left) and Bro. Jeffery Marotta, IDEAL Competition Florida state champions.

2017 IDEAL Competition Champs

L.U. 915 (i&mt), TAMPA, FL — It is without question that the IBEW produces the most highly skilled and talented craftsmen in the industry. From the onset of the training provided in our JATC's apprenticeship programs to the continued educational opportunities for our journeyman wiremen, excellence is the hallmark. We, at Local 915, proudly proclaim that we have many successes from the talent that comes from this training.

Our most recent success story comes with the announcement of the 2017 IDEAL Competition Florida State Championship. This competition brings the most elite and talented tradesmen within our industry together to vie for the IDEAL National Championship.

The 2017 IDEAL Florida State Competition champion in the category of professional/journeyman is our very own Local 915 Bro. Jeffery Marotta, and honored for the student/apprentice category is Tampa Local 915 JATC Bro. Imani Poole.

Bro. Marotta is one of our Tampa JATC instructors, and Bro. Poole is a third-year apprentice. They advanced to the IDEAL National Championship, recently held in Orlando. Congratulations to these two brothers on their skill and talents and for bringing the 2017 IDEAL Florida State Championship to Local 915. Their union sisters and brothers are very proud.

Theresa King, P.S./R.S.

Women's Committee Report — Community Service Volunteers

L.U. 1003 (c,i,mo&u), NELSON, BRITISH COLUMBIA, CANADA — The IBEW Local 1003 Women's Committee donate their skills and time for community service wherever they are needed. Some of the projects they have volunteered on are residential wiring for the elderly, cooking and bringing meals to terminally ill people in their homes, fixing nonunion contractors' substandard workmanship, yard cleanup, dump runs

and sometimes just sitting chatting and listening, trying to bring hope to people. When we are offered money in exchange for help, we say we are with the IBEW Women's Committee and just trying to give back to the community.

It is all volunteer work and brings us closer together as a Women's Committee. Most people can't believe we are electricians and are so happy to meet not just one of us but two or more at a time. Volunteering in our communities, from Nelson down to Trail, brings a great sense of pride in who we are, plus a somber sense of humbleness in knowing that many people have a very tough time in life.

Theo de Kruyf,
Organizer



IBEW Local 1003 Women's Committee members Tanya Martin (left) and Kristal Infeld.

'Achieving Great Things' Kudos to New Journeymen

L.U. 1015 (em&i), WESLACO, TEXAS — As one of the youngest IBEW locals in Texas, we have achieved great things this past year. Our accomplishments have taken us to a new horizon.

Our local's strong drive and efforts in organizing and education to ensure a most highly skilled workforce in the Rio Grande Valley for IBEW Local 1015 reflect all the hard work we have done and what is still to come.

Bus. Mgr. Sergio A. Salinas and Training Dir. Servando Munguia did not hold back when it came down to providing education opportunities for our construction electricians and construction wireman brothers and sisters, to help them achieve their ultimate goal to become our newest journeymen for



Local 1015 Training Dir. Servando Munguia (left), new journeymen Manuel G. Garcia Jr. and Sergio Torres, and Bus. Mgr./Fin. Sec. Sergio A. Salinas. Not pictured: journeymen Natanael Acosta, Ray Duran and Javier Soriano Sr.



Local 1141's recent apprenticeship graduating class, with JATC Instructor Chance Solomon (front row, left) and Training Dir. Cliff Stewart (front row, right).

IBEW Local 1015.

We believe knowledge is power and a tool for building a strong workforce one journeyman at a time. We all want to be able to provide a better life and future for our families and be able to retire in comfort.

Should you need a helping hand, our doors are always open — we are just a phone call away.

We are very pleased to announce and congratulate our newest IBEW Local 1015 journeymen: Natanael Acosta, Ray Duran, Manuel G. Garcia Jr., Javier Soriano Sr., and Sergio Torres.

Sergio A. Salinas, B.M.

Renovation of Historic Park; Apprentices Graduate

L.U. 1141 (em,i,mow,rts &spa), OKLAHOMA CITY, OK — I hope everyone had a very merry Christmas and a happy New Year's.

As 2017 drew to a close, we were happy to award journeyman status to our recent graduates of the JATC apprenticeship training program. Congratulations to the graduates:

Joseph Simpson, Robert White, Chase Giles, Brandon Wright, Jose Rios, Keven Davis, Kyle Dean, Hayden Roberts, Jacob Lang, Eric Melton, David Coffey, James Stromberg, Allen Bresemann and Joshua Matthews. [Photo, top right.] Thank you for all the hard work you have done, and congratulations on powering up your career. See you on the jobsite!

Fall gave us another chance to be out in the community helping our fellow neighbors. Members from Oklahoma IBEW locals joined union brothers and sisters from the building trades to help renovate and beautify historic Nichols Park in Henryetta — which is home to a thriving labor community and hosts the annual Labor Day parade. Check out our video cover-



Local 1245 members worked to restore power after the Tubbs Fire in Santa Rosa, CA.

Storm & Fire Restoration; Welcome to New Members

L.U. 1245 (catv,em,govt,lctt,o,pet,t&u), VACAVILLE, CA — Local 1245 members have been hard at work in the wake of numerous natural disasters. More than 100 members travelled to Florida to assist with restoration following Hurricane Irma, where they worked 16 hours at a stretch with no days off for two weeks straight. We also had a group of members working in the U.S. Virgin Islands after Hurricane Maria. Additionally, our members have worked tirelessly to restore power and gas after devastating fires tore through the North Bay in October. These fires took the homes of 29 IBEW 1245 members. The local is raising funds to help these displaced union families. Please donate what you can at www.gofundme.com/ibew-1245-wildfire-relief-fund.

Local 1245 members from Turlock Irrigation District took first place in the Municipal Division at the annual International Lineman's Rodeo, and they took third place overall. Our team from Modesto Irrigation District placed second in the Municipal Division.

Local 1245 welcomes EthosEnergy power plant workers in the Sacramento area, as well as the Aerial Patrollers and Revenue Assurance Representatives

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ibew.org/gogreen](http://www.ibew.org/gogreen)
and sign up today!

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Green



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employed at Pacific Gas & Electric. All three groups voted to join the union.

Volunteer Organizing Committees (VOCs) at our public-sector properties are proactively building union power at their work sites in anticipation of the *Janus v. AFSCME* ruling. The VOCs are connecting with their co-workers one-on-one to talk about the union difference and urge them to sign authorization cards that declare them as proud, voluntary dues-paying members of Local 1245.

IBEW 1245 received seven awards from the International Labor Communications Association (ILCA) in 2017, including two first-place awards for our union newspaper, the Utility Reporter.

In Outside Construction, work has been steady with no end in sight anytime soon. Local 1245 is running open calls for journeyman linemen, as well as operators and fab techs.

Rebecca Band, P.S.

'Building Plans in the Works' New Training Center Opened

L.U. 1249 (catv,lctt,o,t&u), SYRACUSE, NY — IBEW Local 1249 is excited to announce that plans to build a new union hall are in the works!

Due to the aging infrastructure and changing industry, in 2015 Local 1249's Joint Safety Fund purchased an abandoned airport on 37 acres of land, and in the spring of 2016 the building of a state-of-the-art training center was started. This new training center is a product of the dream to help continue to build on opportunities for a highly trained workforce. It gives us the capability to train on transmission and distribution lines, along with other aspects of line work.

The training center opened in the spring of 2017, and the need for a new office building to house the local union hall, the New York State Lineman's Safety Training Fund, and Local 1249's Pension and Insurance Funds was quickly realized.

The growth of the local and the funds has created a necessity for a building that can serve the local's current needs and the needs of the future. Building is expected to start in the spring of 2018 and be completed by the end of the year. All entities are excited to be a part of an exciting time in Local 1249's history!

Jennifer Schneider, P.S.

Apprenticeship Graduation; Training Director Announced

L.U. 1253 (i&mo), AUGUSTA, MAINE — The local held its apprenticeship graduation this past summer and wishes to congratulate Damien Boutin, George Howe, Kristina Milliken, Chris Stone and Ed Warman on their graduation. The local congratulates George Howe on being named Outstanding Apprentice.

Local 1253's Apprenticeship Committee is pleased to announce the hiring of Justin Alberico as its new training director. Justin replaces Chris Trider, who gave 14 dedicated years to the Apprentice Com-



At Local 1253 apprenticeship graduation: Instructor Ed Peteraf (left); graduates Kristina Milliken, Chris Stone, Damien Boutin, Ed Warman; Training Dir. Justin Alberico. Not pictured: graduate George Howe.

mittee and now is enjoying his early retirement. Thank you, Chris, for all you did to bring Local 1253's apprenticeship into the 21st century.

The work picture remains strong for Local 1253, and we will need help manning a papermill shutdown in February and March. Any sister or brother looking for a quick hit in February and March please contact the hall.

The local is saddened by the passing of retirees Allie Webb and Gary Perry, two fine brothers who will be missed.

Chuck Fraser, B.M.

U.S. Senator Honored At Labor Dinner Meeting

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD — It was an honor to be in attendance with our new U.S. Sen. Chris Van Hollen of Maryland at an AFL-CIO dinner held in his honor.

Sen. Van Hollen has served in the U.S. Senate since January 2017, replacing our outstanding former Sen. Barbara Mikulski, who was the longest-serving woman in the history of the U.S. Congress and who has retired. Sen. Van Hollen was a member of the U.S. House of Representatives from 2003-2017 and prior to that he served in the Maryland House of Representatives and the Maryland state Senate. He is a graduate of Swarthmore College, the John F. Kennedy School of Public Policy at Harvard University, and Georgetown University Law Center.

We are very lucky to have such an outstanding individual representing our state. Sen. Hollen has had the full support of the labor movement every time he ran for office at every level.

James S. Boyd, F.S./P.S.



U.S. Sen. Chris Van Hollen (left) and Local 1501 Bus. Mgr./Pres. Dion F. Guthrie at AFL-CIO dinner meeting.

New Three-Year Contract

L.U. 1701 (catv,ees,i,o&u), OWENSBORO, KY — The local union annual picnic was a success once again. Attendees enjoyed the usual Go-Kart racing, miniature golfing and great Kentucky barbecue. This year's picnic had a lower attendance than usual due to the

amount of overtime work that was going on at the time. Nevertheless, the weather was perfect, and it was a good day with our Local 1701 family.

After a long negotiating period and a trip to Washington, D.C., we have a new three-year contract with the Southern Indiana Chapter of NECA. That Inside agreement took effect Sept. 11, 2017.

We congratulate Local 1701 members who retired in 2017: Bill Dixon, Bobby Barrett, Charles H. Payne, David M. Ross, Dennis Clark, Gary Montgomery, Gerald Frey, James M. Colburn, Jerry Parker, Kenny Rafferty, Rex Bellamy, Robert Douglas, Robert Reed, Roger Henning and Vincent Braddock. Thank you to all for your years of service to the local and the Brotherhood. Kick your boots off and relax — you deserve it. Good wishes to all for a happy retirement!

In sadness, we report the passing of Bro. Brian Baggett. May he rest in peace.

Nathan M. Knott, B.R.



Local 1753 recently retired members Allen Wall (left), Dan Price, Paul McCurry and Rick Ellis. Not pictured: Richard Mizzell.

the armed forces, protecting our country.

We appreciate the time we have had with these men. Their determination, dedication, influence and traditions set an example of how union members should stand up for their rights and those of fellow union members.

May our retirees prosper and enjoy a long retirement in compensation for years of labor and hard work.

Douglas Ward, F.S.

IBEW Members Step Up

L.U. 2067 (o&u), REGINA, SASKATCHEWAN, CANADA — 2017 saw the driest summer in 130 years in parts of southern Saskatchewan, Canada, putting the provincial utility in a serious situation. The record-breaking dry conditions caused ground shifting and subsequent strain on feeder conductors to many residential services in the province. In some cases, the strain was so severe that shorting in meter boxes caused house fires.

The utility was in a bad way, but Local Union 2067 members were there to save the day.

More than 70 IBEW Local 2067 linemen, electricians, and other classifications worked during the most critical phase of the project that inspected and/or repaired over 15,000 underground residential services over a two-month period, all with no lost-time accidents. These employees worked long hours in sweltering heat ensuring the Saskatchewan public was kept safe.

"This is a testament to the hard-working, dedicated individuals we have here at Local 2067," IBEW Local 2067 Bus. Mgr. Jason Tibbs said. "All of our members are devoted to safety — they are very proud, and driven to provide services for their neighbors and the public in general. The IBEW Local 2067 leadership is proud of their commitment to the public and to safety; for that, we thank them!"

Curtis Lizée, A.B.M.



Local 1701 Executive Board member Cody Manley cooked 300 hot dogs for the local's 2017 annual picnic.

Tribute to Longtime Service

L.U. 1753 (mo), CHARLESTON, SC — IBEW Local 1753 extends a warm and heartfelt goodbye to members who retired at the end of September 2017. We wish good fortune to those five retirees: Rick Ellis, Paul McCurry, Richard Mizzell, Dan Price and Allen Wall. These dedicated union members will be missed — together they represent a combined total of almost two centuries of experience.

Allen Wall has 54 years of IBEW service. Allen's flexibility, intellect and meticulous attention to detail allowed him to adapt from the "old school" type instruments to our modern day. Allen also previously served Local 1753 as a business manager/president and E-Board member.

Richard Mizzell has 48 years of IBEW service and was the last Power House boiler mechanic. Paul McCurry has 28 years of service and played an important role maintaining and installing electrical systems. Dan Price has 23 years of service installing and maintaining electrical systems. Rick Ellis has 17 years of service and played an important role maintaining and installing instrumentation; Rick also served as the union steward. Before these men became union electricians three of them, Dan, Paul and Rick, served in



IBEW Local 2067 member Sean Jacobson inspects residential meter.

Report of Independent Auditors

To the International Executive Council of the International Brotherhood of Electrical Workers

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2017 and 2016, and the related consolidated statements of activities and changes in net assets and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2017 and 2016, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Calibre CPA Group, PLLC

Bethesda, MD
October 12, 2017

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Financial Position

JUNE 30, 2017 AND 2016

Assets	2017	2016
Cash and cash equivalents	\$ 10,396,835	\$ 10,775,106
Receivables		
Loans and advances to chartered bodies	1,685,110	538,500
Per capita tax receivable	11,241,702	9,940,676
Unbilled rent	5,824,292	5,090,837
Accrued interest and dividends	549,493	531,196
Security sales pending settlement	95,785	1,159,466
Other	4,748,025	3,181,210
Total receivables	24,144,407	20,441,885
Investments - at fair value	442,987,344	431,772,402
Property and equipment - at cost		
Land, building and improvements	137,028,914	135,449,532
Furniture and equipment	45,611,874	45,497,972
	182,640,788	180,947,504
Accumulated depreciation	(68,204,668)	(63,191,771)
Net property and equipment	114,436,120	117,755,733
Other assets		
Deferred leasing, organization and financing costs (net of amortization)	3,370,952	3,321,211
Prepaid expenses	959,007	2,804,453
Inventory of merchandise and office supplies, at cost	1,308,233	1,129,132
Other	473,172	150,423
Total other assets	6,111,364	7,405,219
Total assets	\$ 598,076,070	\$ 588,150,345

Liabilities and Net Assets

Liabilities

Accounts payable and accrued expenses	\$ 5,000,004	\$ 7,702,951
Due to Trust for the IBEW Pension Benefit Fund	2,821,480	971,672
Excess of projected benefit obligation over pension plan assets	61,673,856	70,804,863
Liability for postretirement benefits	66,290,000	63,801,000
Security purchases pending settlement	4,556,351	1,509,614
Deferred per capita tax revenue	9,000,174	8,924,040
Reciprocity Agreement funds pending settlement	6,183,884	5,137,281
Mortgage loan payable	45,067,832	48,766,062
Other	1,154,151	781,682
Total liabilities	201,747,732	208,399,165

Unrestricted net assets

Appropriated for additional postretirement benefits	153,693,000	146,140,000
Unappropriated	242,635,338	233,611,180
Total net assets	396,328,338	379,751,180
Total liabilities and net assets	\$ 598,076,070	\$ 588,150,345

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Activities and Changes in Net Assets

YEARS ENDED JUNE 30, 2017 AND 2016

	2017	2016
Operating revenue		
Per capita tax	\$ 137,008,526	\$ 131,370,617
Initiation and reinstatement fees	1,649,944	1,701,024
Rental income, net	12,495,592	12,318,969
Sales of supplies	1,131,068	843,791
Other income	4,440,262	4,897,949
Total operating revenue	156,725,392	151,132,350
Operating expenses		
Program services expenses		
Field services and programs	104,359,095	101,752,550
Media relations	8,733,846	8,155,402
Industry trade programs	18,234,379	16,804,290
Per capita tax expense	7,343,029	7,247,995
Legal defense	2,631,004	2,686,681
Total program services	141,301,353	136,646,918
Supporting services expenses		
Governance and oversight	7,035,183	6,893,602
General administration	9,512,696	8,528,984
Total supporting services	16,547,879	15,422,586
Total operating expenses	157,849,232	152,069,504
Change in net assets from operations before investment and other income	(1,123,840)	(937,154)
Investment income		
Interest and dividends	6,616,448	6,579,893
Net appreciation (depreciation) in fair value of investments	26,626,634	(4,674,659)
Investment expenses	(1,148,297)	(1,321,980)
Net investment income	32,094,785	583,254
Other income (expense)		
Convention expense	(15,658,409)	-
Gain (loss) on sale of property and equipment	(1,844)	1,944
Currency translation adjustment	(1,478,039)	(1,355,932)
Total other income (expense)	(17,138,292)	(1,353,988)
Change in net assets from operations after investment and other income	\$ 13,832,653	\$ (1,707,888)

Change in net assets from operations after investment and other income	\$ 13,832,653	\$ (1,707,888)
Defined benefit pension and postretirement benefit changes other than net periodic benefit cost		
Settlement gain - postretirement health care benefits	–	117,025,000
Pension benefits	3,638,191	(30,330,160)
Postretirement health care benefits	(893,686)	(8,608,464)
Appropriation of net assets to fund postretirement benefits not yet accrued	(7,553,000)	(146,140,000)
Change in unrestricted net assets, unappropriated	9,024,158	(69,761,512)
Unrestricted net assets, unappropriated		
Beginning of year	233,611,180	303,372,692
End of year	\$ 242,635,338	\$ 233,611,180
Unrestricted net assets, appropriated		
Beginning of year	\$ 146,140,000	\$ –
Appropriation of net assets to fund postretirement benefits not yet accrued	7,553,000	146,140,000
End of year	\$ 153,693,000	\$ 146,140,000

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Cash Flows

YEARS ENDED JUNE 30, 2017 AND 2016

	2017	2016
Cash flows from operating activities		
Cash flows from		
Affiliated chartered bodies	\$ 138,564,646	\$ 136,161,834
Interest and dividends	6,598,151	6,579,058
Rental income	11,762,137	10,548,973
Participant contributions collected on behalf of PBF	73,274,900	69,192,666
Reimbursement of administrative expenses from PBF	2,750,000	2,500,000
Other	4,440,262	4,897,949
Cash provided by operations	237,390,096	229,880,480
Cash paid for		
Salaries, payroll taxes, and employee benefits	(107,652,976)	(104,488,848)
Service providers, vendors and others	(59,179,582)	(47,862,354)
Participant contributions remitted to PBF	(71,175,092)	(68,908,475)
Per capita tax	(7,343,029)	(7,247,995)
Interest	(2,633,716)	(2,836,662)
Cash used for operations	(247,984,395)	(231,344,334)
Net cash used for operating activities	(10,594,299)	(1,463,854)
Cash flows from investing activities		
Loans and advances made to chartered bodies	(3,375,000)	(21,000)
Repayments on loans and advances made to chartered bodies	2,228,390	–
Purchase of property and equipment	(2,992,143)	(3,517,174)
Purchase of investments	(256,039,069)	(221,534,266)
Proceeds from sale of property and equipment	8,940	143,237
Proceeds from sale of investments	269,998,674	248,031,629
Net short-term cash investment transactions	5,562,505	(19,412,424)
Net cash provided by investing activities	15,392,297	3,690,002
Cash flows from financing activities		
Payments on mortgages and other notes	(3,698,230)	(3,496,233)
Net cash used for financing activities	(3,698,230)	(3,496,233)
Effect of exchange rate changes on cash	(1,478,039)	(1,355,932)
Net change in cash	(378,271)	(2,626,017)
Cash and cash equivalents		
Beginning of year	10,775,106	13,401,123
End of year	\$ 10,396,835	\$ 10,775,106

Reconciliation of change in net assets to net cash used for operating activities

Change in net assets		
Noncash charges (credits) included in income	\$ 16,577,158	\$ 76,378,488
Depreciation and amortization	6,251,231	6,138,493
Net appreciation in fair value investments	(26,626,634)	4,674,659
(Gain) loss on sale of property and equipment	1,844	(1,944)
Settlement gain - postretirement health care benefits	–	(117,025,000)
Currency translation adjustment	1,478,039	1,355,932
Changes in accruals of operating assets and liabilities		
Receivables	(2,886,138)	(349,025)
Unbilled rent receivable	(733,455)	(1,769,996)
Other assets	1,343,596	(1,317,882)
Excess or deficiency of pension plan assets over projected benefit obligation	(9,131,007)	20,554,329
Accounts payable and accrued expenses	(2,702,947)	2,578,111
Accrued postretirement benefit cost	2,489,000	10,749,000
Deferred revenue	76,134	1,234,376
Reciprocity Agreement funds pending settlement	1,046,603	(4,718,938)
Payroll deductions and other liabilities	2,222,277	55,543
Net cash used for operating activities	\$ (10,594,299)	\$ (1,463,854)

International Brotherhood of Electrical Workers and Subsidiaries Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2017 AND 2016

Note 1. Summary of Significant Accounting Policies

Nature of Operations — The International Brotherhood of Electrical Workers (International Union or IBEW) is an international labor union established to organize all workers for the moral, economic and social advancement of their condition and status. The significant portion of the International Union's revenue comes from per capita taxes of members paid by the local unions.

Basis of Presentation — The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers, the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%, and the IBEW Relocation Holdings LLC, of which the International Brotherhood of Electrical Workers is the sole member. The IBEW Headquarters Building LLC holds title to an office building that serves as the headquarters for the International Brotherhood of Electrical Workers. The IBEW Relocation Holdings LLC's purpose is to acquire, hold, own, maintain, hold for investment, operate, lease, convey interests in, mortgage or otherwise encumber, sell, exchange or dispose of, and otherwise invest in and deal with real estate property and any personal or intangible property associated with the real estate. All inter-organization accounts and transactions have been eliminated in consolidation. The International Union appropriates a portion of unrestricted net assets representing the estimated liability for additional postretirement benefits not yet accrued.

Method of Accounting — The financial statements have been prepared using the accrual basis of accounting in accordance with U.S. generally accepted accounting principles.

Investments — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statement of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2017 and 2016 were settled in July 2017 and 2016, respectively.

Accounts Receivable — Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a balance of \$-0- and \$237,434 at June 30, 2017 and 2016, respectively.

Property and Equipment — Building, improvements, furniture and equipment are carried at cost. Major additions are capitalized. Replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets, which are as follows:

Building and improvements	10–40 years
Tenant improvements	Life of respective lease
Furniture and equipment	2–10 years

Inventory — The International Union maintains an inventory of supplies for use and for resale to local unions and individual members. Inventory is stated at average inventory cost which approximates the selling price of items held.

Canadian Exchange — The International Union maintains assets and liabilities in Canada as well as the United States. It is the intent of the International Union to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes, all assets and liabilities are expressed in U.S. dollar equivalents.

REPORT OF INDEPENDENT AUDITORS *continued on page 14*

Canadian dollars included in the consolidated statement of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the consolidated statements of activities and changes in net assets are translated at the average exchange rates for the year.

Unrealized increases and decreases due to fluctuations in exchange rates are included in "Currency translation adjustment" in the consolidated statements of activities and changes in net assets.

Statements of Cash Flows — For purposes of the consolidated statements of cash flows, cash is considered to be amounts on hand and in demand deposit bank accounts subject to immediate withdrawal.

Estimates — The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code. The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law. IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes.

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, Return of Organization Exempt from Income Tax, and Form 990-T, Exempt Organization Unrelated Business Income Tax Return, for the years ended June 30, 2014 through 2016 are subject to examination by the Internal Revenue Service, generally for three years after they were filed.

Note 3. Investments

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual funds fair values are estimated using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities. Investments in 103-12 entities are generally carried at fair value using net asset value per share as reported by the investee, while the fair values of investments in limited partnerships and other alternative investments are estimated based on financial information provided by each investment entity.

	June 30, 2017	
	Cost	Fair Value
Short-term cash investments	\$ 29,119,304	\$ 29,119,304
Government and government agency obligations	31,692,841	31,423,385
Corporate bonds and notes	42,929,303	42,542,930
Stock	137,467,587	168,248,936
Mortgage loans	2,244,221	2,319,608
Mutual funds	447,825	484,312
103-12 entities	71,223,194	121,359,773
Limited partnership	14,600,000	15,803,809
Other alternative investments	17,737,275	13,498,846
AFL-CIO Housing Investment Trust	18,566,196	18,186,441
	<u>\$ 366,027,746</u>	<u>\$ 442,987,344</u>

	June 30, 2016	
	Cost	Fair Value
Short-term cash investments	\$ 31,288,262	\$ 31,288,262
Government and government agency obligations	30,780,022	31,125,782
Corporate bonds and notes	37,711,075	36,998,047
Stock	134,162,315	163,721,376
Mortgage loans	2,398,498	2,501,501
Mutual funds	361,666	385,627
103-12 entities	73,377,651	120,252,759
Limited partnership	14,600,000	14,712,223
Other alternative investments	16,520,064	12,530,524
AFL-CIO Housing Investment Trust	18,084,602	18,256,301
Fair Value Measurement	<u>\$ 359,284,155</u>	<u>\$ 431,772,402</u>

Fair Value Measurement

Accounting Standards provide the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 inputs) and the lowest priority to unobservable inputs (Level 3 inputs). The three levels of the fair value hierarchy are described below:

Basis of Fair Value Measurement

Level 1 Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities

Level 2 Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly

Level 3 Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable

The following tables set forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2017, and a summary of the changes in fair value of the Plan's Level 3 assets for the year ended June 30, 2017. As required, assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 29,119,304	\$ -	\$ 29,119,304	\$ -
Stock	168,248,936	152,631,596	-	15,617,340
Corporate bonds and notes	42,542,930	-	42,542,930	-
Government and government agency obligations	31,423,385	11,745,061	19,678,324	-
Mortgage loans	2,319,608	-	2,319,608	-
Mutual funds	484,312	484,312	-	-
Total	<u>274,138,475</u>	<u>\$ 164,860,969</u>	<u>\$ 93,660,166</u>	<u>\$ 15,617,340</u>
Investments measured at net asset value*	168,848,869			
Investments at fair value	<u>\$ 442,987,344</u>			

*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

Changes in Level 3 Category	Stock
Beginning Balance – 7/1/2016	\$ 15,617,340
Net gains (realized/unrealized)	-
Purchases	-
Sales	-
Transfers in/out Level 3	-
Ending Balance – 6/30/2017	<u>\$ 15,617,340</u>

The following tables set forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2016, and a summary of the changes in fair value of the Plan's Level 3 assets for the year ended June 30, 2016. As required, assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 31,288,262	\$ -	\$ 31,288,262	\$ -
Corporate stock	163,721,376	148,104,036	-	15,617,340
Corporate bonds and notes	36,998,047	-	36,998,047	-
Government and government agency obligations	31,125,782	7,590,209	23,535,573	-
Mortgage loans	2,501,501	-	2,501,501	-
Mutual funds	385,627	385,627	-	-
Total	<u>266,020,595</u>	<u>\$ 156,079,872</u>	<u>\$ 94,323,383</u>	<u>\$ 15,617,340</u>
Investments measured at net asset value*	165,751,807			
Investments at fair value	<u>\$ 431,772,402</u>			

*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

Changes in Level 3 Category	Stock
Beginning Balance – 7/1/2015	\$ 15,617,340
Net gains (realized/unrealized)	-
Purchases	-
Sales	-
Transfers in/out Level 3	-
Ending Balance – 6/30/2016	<u>\$ 15,617,340</u>

Level 1 Inputs

Equity securities, except the ULLICO Stock, U.S. Treasury bonds and notes, and mutual funds are traded in active markets on national and international securities exchanges and are valued at closing prices on the last business day of each period.

Level 2 Inputs

Most Government and government agency obligations, municipal bonds, corporate obligations, and mortgage loans are generally valued by benchmarking model-derived prices to quoted market prices and trade data for identical or comparable securities. To the extent that quoted prices are not available, fair value is determined based on a valuation model that includes inputs such as interest rate yield curves and credit spreads. Securities traded in markets that are not considered active are valued based on quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency.

Cash and cash equivalent investments are valued at cost which approximates fair value.

Level 3 Inputs

Corporate stock represents stock holdings of ULLICO Inc. and fair market value is determined by management based on valuations performed by an independent third party. The stock is not actively traded and there are no directly comparable inputs.

Note 4. Investments in Investment Entities

Authoritative guidance on fair value measurements permits the International Union to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV.

The International Union’s investment in investment entities is subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the International Union’s proportionate share of fees and expenses incurred or charged by these investment entities.

The International Union’s risk of loss in these entities is limited to its investment. The International Union may increase or decrease its level of investment in these entities at its discretion. The International Union typically has the ability to redeem its investment from these entities on a daily or quarterly basis but longer lock-up periods can apply to certain investments.

The following table summarizes the International Union’s investments in certain entities that calculate net asset value per share as fair value measurement as of June 30, 2017 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 44.1	\$ –	Daily, Monthly	One day, 30 days
b. Common/collective trusts	18.2	–	Monthly	15 days
			Maximum 20% redemptions allowed for 24 months following initial investment, daily	
c. INDURE REIT LLC	77.3	–	redemptions after	One day
d. Other alternative investment	13.5	–	Monthly	One Year
e. Limited partnership	15.8	–	Quarterly	70 days

The following summarizes the investment strategy for each of the Plan’s investments in the table presented above:

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$34.6 million and another in the ULLICO Diversified International Equity Fund for \$9.4 million. The Western Asset U.S. Core Plus LLC is a “master fund” in a “master/feeder” structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity market of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

b. Common/collective trusts represent a single investment in the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) which invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

d. The International Union’s alternative investment is comprised of \$13.5 million invested in Permal Fixed Income Holding N.V. which is a multi-manager fund organized as a limited liability company. The fund invests primarily with managers who focus on fixed income securities in worldwide markets. Redemption is permitted monthly with one-year notice but may be limited by the underlying holdings of the fund which have redemption restrictions ranging from daily to annually or are non-redeemable.

e. Limited partnerships represent an ownership interest in the Grosvenor Institutional Partners, L.P. (the Fund). The fair value is based on the ownership interest as a percent of the International Union’s net assets. The ownership interest percent was 0.3175% at June 30, 2017. The Fund invests primarily in the Grosvenor Institutional Partners Master Fund (Master Fund) as well as various portfolio funds. The Master

Fund’s fair value equals the pro rata interest in the net assets of the Master Fund. The portfolio funds’ fair values are reported at net asset value (NAV).

The following table summarizes the International Union’s investments in certain entities that calculate net asset value per share as fair value measurement as of June 30, 2016 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 44.1	\$ –	Daily, Monthly	One day, 30 days
b. Common/collective trusts	18.3	–	Monthly	15 days
			Maximum 20% redemptions allowed for 24 months following initial investment, daily	
c. INDURE REIT LLC	76.2	–	redemptions after	One day
d. Other alternative investment	12.5	–	Quarterly	90 days
e. Limited partnership	14.7	–	Quarterly	70 days

The following summarizes the investment strategy for each of the Plan’s investments in the table presented above:

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$33.4 million and another in the ULLICO Diversified International Equity Fund for \$10.7 million. The Western Asset U.S. Core Plus LLC is a “master fund” in a “master/feeder” structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity market of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

b. Common/collective trusts represent a single investment in the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) which invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

d. The International Union’s alternative investment is comprised of \$12.5 million invested in Permal Fixed Income Holding N.V. which is a multi-manager fund organized as a limited liability company. The fund invests primarily with managers who focus on fixed income securities in worldwide markets. Redemption is permitted monthly with one-year notice but may be limited by the underlying holdings of the fund which have redemption restrictions ranging from daily to annually or are non-redeemable.

e. Limited partnerships represent an ownership interest in the Grosvenor Institutional Partners, L.P. (the Fund). The fair value is based on the ownership interest as a percent of the International Union’s net assets. The ownership interest percent was 0.2875% at June 30, 2016. The Fund invests primarily in the Grosvenor Institutional Partners Master Fund (Master Fund) as well as various portfolio funds. The Master Fund’s fair value equals the pro rata interest in the net assets of the Master Fund. The portfolio funds’ fair values are reported at net asset value (NAV).

Note 5. Pension Plans

The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006.

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2017 and 2016 is summarized as follows:

	2017	2016
Service cost	\$ 16,981,327	\$ 15,160,383
Interest cost	20,806,483	20,597,057
Expected return on plan assets	(28,025,621)	(27,767,830)
Net amortization of loss	6,603,258	3,095,956
Net periodic pension cost	\$ 16,365,447	\$ 11,085,566

Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2017 and 2016 are as follows:

	2017	2016
Net actuarial (gain) loss	\$ (3,638,191)	\$ 30,330,160

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2017 consist of the following:

Net actuarial loss \$ 28,430,860

The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2017	2016
Discount rate	4.50%	4.75%
Average rate of compensation increase	4.50%	4.50%
Expected long-term rate of return on plan assets	7.00%	7.00%

The Plans' obligations and funded status as of June 30, 2017 and 2016 are summarized as follows:

	2017	2016
Fair value of plan assets	\$ 466,204,301	\$ 416,557,226
Projected benefit obligation	527,878,157	487,362,089
Deficiency of plan assets over projected benefit obligation	<u>\$ 61,673,856</u>	<u>\$ 70,804,863</u>

Benefit obligations are based on the following weighted average assumptions at the end of the year:

	2017	2016
Discount rate	4.50%	4.50%
Average rate of compensation increase	4.50%	4.50%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2017 and 2016 were as follows:

	2017	2016
Employer contributions	\$ 23,009,063	\$ 21,868,144
Employee contributions	1,756,834	1,698,871
Benefit payments	25,760,284	25,195,220

Total expected employer contributions for the year ending June 30, 2018 are \$19.9 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2018	\$ 27,768,272
2019	28,310,572
2020	28,891,893
2021	29,743,421
2022	29,743,421
Years 2023 - 2027	163,199,521

The expected long-term rate of return on plan assets of 7% reflects the average rate of earnings expected on plan assets invested or to be invested to provide for the benefits included in the benefit obligations. The assumption has been determined by reflecting expectations regarding future rates of return for plan investments, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

Total pension plan weighted-average asset allocations at June 30, 2017 and 2016, by asset category, are as follows:

	2017	2016
Asset category		
Cash and cash equivalents	4%	6%
Equity securities	62%	59%
Debt securities	18%	17%
Real estate and other	16%	18%
	<u>100%</u>	<u>100%</u>

The plans' investment strategies are based on an expectation that equity securities will outperform debt securities over the long term, and that the plans should maximize investment return while minimizing investment risk through appropriate portfolio diversification. All investments are actively managed by a diversified group of professional investment managers, whose performance is routinely evaluated by a professional investment consultant. Target allocation percentages are 50% for equities, 30% for fixed income securities, 13% for real estate, and 7% for other investments (principally limited partnerships).

The following is a summary of the inputs used as of June 30, 2017, in valuing the assets carried at fair value by the two plans:

Description	Total Investments at June 30, 2017	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$169,452,370	\$169,452,370	\$ -	\$ -
Corporate bonds	18,165,885	-	18,165,885	-
U.S. Government and government agency obligations	24,762,537	8,886,395	15,876,142	-
Registered investment companies	923,004	923,004	-	-
Common/collective trusts	12,051,970	-	-	12,051,970
	<u>225,355,766</u>	<u>\$179,261,769</u>	<u>\$ 34,042,027</u>	<u>\$12,051,970</u>
Investments measured at net asset value	217,560,757			
Total	<u>\$442,916,523</u>			
Non-Pool Investments				
Cash and cash equivalents	\$ 1,331,918	\$ 1,331,918	\$ -	\$ -
Common/collective trusts	5,982,662	-	-	5,982,662
Canadian Government obligations	4,366,454	1,211,888	3,154,566	-
Corporate obligations	6,951,999	-	6,951,999	-
Common stocks	22,165,371	22,165,371	-	-
	<u>40,798,404</u>	<u>\$ 24,709,177</u>	<u>\$ 10,106,565</u>	<u>\$ 5,982,662</u>
Investments measured at net asset value	1,601,455			
Total	<u>42,399,859</u>			
Other Assets and Liabilities				
Cash	2	\$ 2	\$ -	\$ -
Accrued investment income receivable	589,554	589,554	-	-
Accounts payable and accrued expenses	(328,506)	(328,506)	-	-
Net transactions pending settlement	(7,126,068)	(7,126,068)	-	-
Total	<u>(6,865,018)</u>	<u>\$ (6,865,018)</u>	<u>\$ -</u>	<u>\$ -</u>
Net assets, total	478,451,364			
Less: share to other employers	(12,247,063)			
Fair value of plan assets	<u>\$466,204,301</u>			

The following is a summary of the inputs used as of June 30, 2016, in valuing the assets carried at fair value by the two plans:

Description	Total Investments at June 30, 2016	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 142,317,337	\$142,317,337	\$ -	\$ -
Corporate bonds	15,788,818	-	15,788,818	-
U.S. Government and government agency obligations	16,705,743	8,141,873	8,563,870	-
Registered investment companies	749,994	749,994	-	-
Common/collective trusts	15,065,334	-	-	15,065,334
	<u>190,627,226</u>	<u>\$151,209,204</u>	<u>\$ 24,352,688</u>	<u>\$15,065,334</u>
Investments measured at net asset value	194,364,367			
Total	<u>\$ 384,991,593</u>			
Non-Pool Investments				
Cash and cash equivalents	\$ 849,892	\$ 849,892	\$ -	\$ -
Common/collective trusts	7,251,164	-	-	7,251,164
Canadian Government obligations	3,595,620	1,391,586	2,204,034	-
Corporate obligations	7,927,522	-	7,927,522	-
Common stocks	19,742,763	19,742,763	-	-
	<u>39,366,961</u>	<u>\$ 21,984,241</u>	<u>\$ 10,131,556</u>	<u>\$ 7,251,164</u>
Investments measured at net asset value	1,920,891			
Total	<u>41,287,852</u>			

Other Assets and Liabilities

Cash	1,566	\$ 1,566	\$ -	\$ -
Accrued investment income receivable	523,766	523,766	-	-
Accounts payable and accrued expenses	(301,856)	(301,856)	-	-
Net transactions pending settlement	303,036	303,036	-	-
Total	526,512	\$ 526,512	\$ -	\$ -
Net assets, total	426,805,957			
Less: share to other employers	(10,248,731)			
Fair value of plan assets	\$ 416,557,226			

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2017 and 2016:

Changes in Level 3 Category	Common/Collective Trusts
Beginning balance - 7/1/2016	\$ 22,316,498
Net gains (realized/unrealized)	-
Purchases	78,001,327
Sales	(82,283,193)
Ending balance - 6/30/2017	\$ 18,034,632

Changes in Level 3 Category	Common/Collective Trusts
Beginning balance - 7/1/2015	\$ 18,444,634
Net gains (realized/unrealized)	-
Purchases	102,377,342
Sales	(98,505,478)
Ending balance - 6/30/2016	\$ 22,316,498

The International Union maintains a Supplemental Plan under Internal Revenue Code Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$485,304 and \$384,468 as of June 30, 2017 and 2016, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,115,610 and \$1,080,689 for the years ended June 30, 2017 and 2016, respectively.

Note 6. Postretirement Benefits

During the year ended June 30, 2016, the International Union changed its arrangement for providing medical and prescription coverage for both active and retired employees. These benefits are now provided through the NECA/IBEW Family Medical Care Plan, a multiemployer defined benefit health and welfare plan. In accordance with U.S. generally accepted accounting principles, the International Union will no longer report a liability for the excess of the postretirement benefit obligation over plan assets in connection with the provision of these benefits. This plan amendment resulted in a settlement gain of approximately \$110.2 million.

The International Union still provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union, in addition to providing pension benefits.

Postretirement benefit costs for the years ended June 30, 2017 and 2016 include the following components:

	2017	2016
Service cost	\$ 2,598,000	\$ 3,125,000
Interest cost	2,914,000	3,833,000
Amortization of prior service cost	(1,699,000)	(1,699,000)
Total postretirement benefit cost	\$ 3,813,000	\$ 5,259,000

The accumulated postretirement benefit obligation and funded status at June 30, 2017 and 2016 are as follows:

	2017	2016
Postretirement benefit obligation	\$ 66,290,000	\$ 63,801,000
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	\$ 66,290,000	\$ 63,801,000

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$2,725,000 and \$3,023,000 for the years ended June 30, 2017 and 2016, respectively. The net actuarial loss that will be amortized from unrestricted net assets into net periodic benefit cost during 2018 is \$1,088,000.

During the year ended June 30, 2017, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$13,100,000 for medical and prescription coverage for both active and retired employees.

Weighted-average assumptions used to determine net postretirement benefit cost at beginning of year:

	2017	2016
Discount rate	4.75%	4.75%

Weighted-average assumptions used to determine benefit obligations at end of year:

	2017	2016
Discount rate	4.75%	4.75%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2017, were assumed to increase by 5.5% for medical, 5.5% for green shield, 4.25% for dental/vision, 4.25% for Medicare Part B premiums, and 3% for legal costs.

Thereafter, rates for increases in medical, dental, drug costs and the Medicare Part D subsidy were assumed to gradually decrease until they reach 4.25% after 2028. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2017 by \$10,561,000 and \$1,136,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2017 by \$8,734,000 and \$894,000, respectively.

Total expected benefit payments, net of Medicare Part D subsidies, for the next 10 fiscal years are as follows:

Year ending June 30, 2018	\$ 2,842,000
2019	2,966,000
2020	3,079,000
2021	3,229,000
2022	3,375,000
Years 2023 - 2027	19,503,000

The International Union appropriated investments of \$219,983,000 at June 30, 2017 to pay for future postretirement benefit costs.

Note 7. Mortgages Payable

The IBEW Headquarters Building LLC (the Company) has two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the Company's assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of principal and interest totaling \$529,108, and mature on July 1, 2019, at which time the remaining principal and interest amounts of \$37,191,698 are due in full. Future minimum payments on the mortgage obligations are due as follows:

Year ending June 30, 2018	\$ 6,349,298
2019	6,349,298
2020	37,191,698
	49,890,294
Less: interest portion	(4,822,462)
	\$45,067,832

Note 8. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to

Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2012, these agreements were extended to December 2022. For the years ended June 30, 2017 and 2016, the International Union recognized as revenue \$1,874,680 and \$1,909,870, respectively.

Note 9. Litigation

The International Union is a party to a number of routine lawsuits, some involving substantial amounts. In all of the cases, the complaint is filed for damages against the International Union and one or more of its affiliated local unions. The General Counsel is of the opinion that these cases should be resolved without a material adverse effect on the financial condition of the International Union.

Note 10. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,750,000 and \$2,500,000, for the years ended June 30, 2017 and 2016, respectively.

In addition, the International Union collects and remits contributions received on behalf of the Fund from members.

The International Union also pays administrative services on behalf of the Pension Plan for the International Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers, and the Pension Plan for Office Employees of the International Brotherhood of Electrical Workers. The administrative services include auditing, legal and actuarial services. The costs of the administrative services are not readily determinable.

Note 11. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2025, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

Year ending June 30, 2018	\$ 10,139,220
2019	10,603,533
2020	10,565,072
2021	10,193,184
2022	9,225,960
Thereafter	39,304,511

Note 12. Risks and Uncertainties

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of financial position.

Note 13. Subsequent Events Review

Subsequent events have been evaluated through October 12, 2017, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no new material event or transaction which would require an additional adjustment to or disclosure in the accompanying consolidated financial statements. ■



International Brotherhood of Electrical Workers

The Electrical Worker was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NBEW became the IBEW in 1899 with the expansion of the union into Canada). The name and format of the publication have changed over the years. This newspaper is the official publication of the IBEW and seeks to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

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FROM THE OFFICERS**2017's Good News**

Lonnie R. Stephenson
International President

I've traveled all over North America in the past 12 months, and I've met a lot of people who were eager to put 2017 in the rearview mirror. But before we bury it, there were plenty of wins we can build on and valuable lessons that will make this Brotherhood stronger.

First, we welcomed 60,000 new members to the IBEW. That makes four years running that our Brotherhood has grown. A-membership is at an all-time high. There were spectacular successes: 1,400 workers at Baltimore Gas & Electric, 400 freelance sports production workers in New England and more than 2,000 DirecTV workers all joined our ranks.

But as big as these victories were, together they were only about 6 percent of our total growth. Most of our wins were the result of a humbler persistence spread across the continent, 10 to 30 workers at a time.

We're also delivering for new members after they join. Just one example: in 2016 we won one of the largest organizing victories in the South when workers at Electrolux's Nashville, Tenn., plant voted to organize. In 2017, we signed their first contract. I can't overstate how this contract will change their lives or the seismic shock it sends to workers across a part of the country where unions have long struggled.

The IBEW is built on the idea that our members do best when our employers are successful, and we have a partnership built on trust and respect. So I am proud to have renewed contracts and relationships this year with some of our oldest partners, including CBS, Exelon and Florida Power & Light, to name just a few. We even recently recorded a commercial with AEP CEO Nick Akins lauding the benefits of working with the IBEW and using the Code of Excellence.

But some of the best news I get each year is hearing how our members lift their communities. Sometimes the scale is huge, like the tens of thousands of utility members that pulled Houston, Miami and the Caribbean back into the light after Hurricanes Harvey, Irma and Maria.

Other times, though we may touch fewer lives, the gratitude is just as deep, like when a handful of St. Louis Local 1 members stepped up and saved Little League for dozens of young players.

Even in the world of politics, where news for union members and working families has been grim, we still had some successes. We beat back right-to-work legislation in New Hampshire. Dozens of IBEW members around the U.S. and Canada were elected to office. We saved project labor agreements for government-funded infrastructure in many states, counties and cities. And in Illinois and New York we helped pass legislation that kept carbon-free, reliable nuclear energy plants operating, saving thousands of IBEW jobs.

Even with all these successes, no reasonable person would look around and think we were in the clear. We gained 60,000 members, but lost tens of thousands to layoffs, outsourcing, right-to-work and retirements.

This year, we have seen that persistence pays off, that we can win victories big and modest and we should be unstoppable going after both. 2018 will bring more challenges, and with the mid-term elections in November, even more opportunities to improve the lot of working families. It's good to pat ourselves on the back for a job well done. But it's a new year now, and we have work to do. ■

GOP's Tax Scam

As I write these words, Congressional Republicans are getting closer to passing a tax-reform bill with far-reaching implications for our nation.

By the time you read this, it could already be law — and that would be disastrous for anyone who works for a living.

GOP leaders claim they are reforming an outmoded and burdensome tax system. But the truth is, this legislation isn't tax reform, but a tax scam, loaded with giveaways to billionaires and outsourcing corporations while increasing the financial burden on working families and the middle class.

Most economists and policy analysts agree — including the nonpartisan Congressional Budget Office — that the GOP's claims that their tax plan will lead to growth, new jobs and relief for the middle class just does not add up. Take a look at what is in just the Senate version of the bill.

- Businesses that create jobs in America would pay taxes on profits at a rate of 20 percent, while a big corporation that outsources those same jobs overseas would pay no taxes on the profits it earns from outsourcing. Richard Phillips, senior policy analyst at the Institute on Taxation and Economic Policy, says that the GOP's plan would "create a tax incentive for corporations to move real operations and jobs offshore."
- The Center on Budget and Policy Priorities estimates that households making less than \$75,000 a year will eventually see their taxes go up, while the Economic Policy Institute finds the top 1 percent will receive 62 percent of the tax cuts.
- It would automatically trigger cuts to federal programs, including \$470 billion from Medicare over the next 10 years. It also includes a provision that weakens the Affordable Care Act, costing 13 million Americans their health benefits.
- The CBO projects that it would add \$1.44 trillion to the deficit, starving the federal government of funds that could be used to invest in infrastructure, education, and research.
- And by eliminating federal deductions for state and local taxes, it would drive up taxes for millions of families in states like New York and California.

There is no question that the GOP's tax plan would be an utter disaster for this country and for everyone who isn't a member of the top 1 percent.

IBEW members have been active in calling their representatives, telling them to reject any tax plan that puts more money into the pockets of the wealthy while making everyone else pick up the tab.

But real change will not come until we make our voices heard at the ballot box come this November. 2018 is our chance to put an end to policies that hurt the many, while benefiting the few and elect representatives who will fight for an economy that works for every American family. We cannot afford to sit this election out. ■



Kenneth W. Cooper
International Secretary-Treasurer

**HOW TO REACH US**

We welcome letters from our readers. The writer should include his or her name, address and, if applicable, IBEW local union number and card number. Family members should include the local union number of the IBEW member to whom *The Electrical Worker* is mailed. Please keep letters as brief as possible. *The Electrical Worker* reserves the right to select letters for publication and edit all submissions for length.

Send letters to:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by email to: media@ibew.org

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LETTERS TO THE EDITOR

How to Extend a Hand

I was fortunate enough to represent employees on a statewide lobbying team for six legislative sessions, from 1990 to 1996. It gave me a great education on how legislatures function, how the committee process works and what happens in the last days of the legislative session.

We visited many legislators' offices and had discussions regarding the issues that concerned our membership. I remember a particular conversation with a legislator who represented the district where I lived. He did not understand why our president never communicated with him. It left a lasting impression on me.

Although members from the other side of the aisle are sometimes seen as the enemy, they can also become allies. It is imperative that we build relationships with our representatives regardless of their party.

When calling, writing or visiting legislators, explain:

1. What organization and issues you represent
2. How the issue/legislation you are contacting them about affects you
3. What your opposition will tell them about the issue/legislation

Remember, never supply false information. If you do not know the answer to a question, find out and get back to the legislator with the information.

Present your issues clearly and concisely. Know your subject matter thoroughly, both your side and the opposition's. The better educated you are about your subject, the better you will be received.

Although you may be on opposite sides of an issue, you can still build a relationship that can benefit your organization in the future.

*David P. Rovaldi, Local 26 retiree
Inverness, Fla.*



From Facebook: Every month the IBEW Facebook page receives thousands of comments from our dynamic and engaged community of members and friends.

Happy Birthday to the IBEW

RE: Commemorating the 126th anniversary of the IBEW: This is my favorite quote from former AFL-CIO President Thomas Donahue: "The only effective answer to organized greed is organized labor." One of the reasons I believe wages have been stagnant is because of the assault on unions. When unions are strong, so goes the economy, even for nonunion workers.

*Kathy Bollen Jamieson, Retired Local 15 member
Downers Grove, Ill.*

Years of Service

We are lucky to be part of the IBEW. Looking forward to getting my 65-year pin.

*Brian M. Davis, Retired Local 595 member
Dublin, Calif.*

Saying No to GOP Tax Plan

Put that union ticket in your boot where it belongs. Never will understand why union members would support a party that makes no bones about destroying our union.

*Travis Patterson, Local 191 member
Everett, Wash.*

Safety is Key

Regarding November's cover article, "The New World of Arc-Rated Gear," I trust no one when it comes to working circuits even if I have seen it locked out. Check everything. Make sure you check yourself and don't be complacent.

*Alan Meade, Local 666 apprentice
Richmond, Va.*

WHO WE ARE

A Different Kind of Prison Pipeline



Fresno, Calif., Local 100 member Bob Thomas, left, works on a new pharmacy building alongside one of the inmates he trains at the Central California Women's Facility in Chowchilla. Due to prison regulations, inmates cannot be identifiable in photographs. Photo credit: California Dept. of Corrections and Rehabilitation

K.C. Matthews says she hopes to be an electrician someday and it's thanks in large part to Bob Thomas and the Inmate/Ward Labor Program at the Central California Women's Facility.

Thomas, a member of Fresno, Calif., Local 100, works with Matthews and other inmates in the program on projects including construction of two new 2,400 square-foot health care facilities. The majority of the construction work — from bending conduit to installing closed circuits and boxes for alarms and data — is performed by the inmates, he said.

"I'm training them, but they're doing the work," Thomas said. "And they're good at it. They're very hardworking."

The I/WL Program manages the pre-apprenticeship for the California Department of Corrections and Rehabilitation in coordination with the California State Building and Construction Trades Council.

Inmate/Ward Labor contacts the local when work is available. Local 100 Business Manager Ronny Jungk said participating members, drawn from a list maintained at the union hall, undergo a background check before training the inmates.

Four of the eight women working as electrician helpers have expressed an interest in becoming electricians and only

have about a year of their sentences left, Thomas said.

"I've encouraged them to get into an apprenticeship program wherever they end up," Thomas said. "And I've given them all the information I have to help them do it."

"These programs cost a fraction of what incarcerating a person does."

*— Bob Thomas, Fresno, Calif.,
Local 100 member*

Thomas said Matthews has the skill level of a second-year apprentice.

"K.C. really picked it up," Thomas said. "I would recommend her for an apprenticeship. I think she'd be an asset to our trade."

Matthews, who has been a part of the program for four years, wrote to the IBEW to commend Thomas as a mentor and father figure.

"Bob is very patient and loves to teach the trade to me," Matthews said.

"He's really making a good name for the IBEW."

Thomas, a Vietnam veteran, said he's always loved teaching and will probably continue to do so in retirement.

"I want my students to win," he said. "You have to be patient, and if someone doesn't get it, you have to figure out how to teach it to them."

Two prisoners were able to apply their hours worked toward an apprenticeship once they were released, Jungk said.

"They were fantastic apprentices, and even better journeymen," Jungk said.

Thomas says he would like see the IBEW get more involved in prison-based pre-apprenticeship programs.

"It would benefit everybody," he said. "These programs cost a fraction of what incarcerating a person does. And helping someone transition to a good-paying job is an effective way to reduce recidivism."

Considering the need for more construction workers, programs like these can also play a crucial role in growing the workforce, Thomas said.

"Our industry is suffering from a lack of trained, qualified electricians," Thomas said. "Thousands of baby boomers will retire in the next 10 years. We need to expand our horizons." ■



Entire neighborhoods in Santa Rosa, Calif., were reduced to rubble by the California wildfires, including the homes of dozens of IBEW members. Photo Credit: Creative Commons/Flickr California National Guard

California Members Tell of Lost Homes, Frantic Escapes

IBEW members and contractors step up to help hurting brothers and sisters rebuild.

Uncontrolled wildfires spread across parts of northern California in October, killing at least 40 and leaving entire neighborhoods and communities in ruins. Among those who lost their homes are at least 60 IBEW members and their families, many of whom were forced to race from walls of flames, some with only moments to spare.

But IBEW members were also the first responders, restoring power and services in a repeat of the heroic turn performed by brothers and sisters in Texas, Florida and Puerto Rico after Hurricanes Harvey, Irma and Maria earlier last year.

"These fires were just devastating," said Santa Rosa Local 551 Business Manager John McEntagart, whose local had at least 21 members, retirees and contractors who lost everything and even more who were forced to evacuate during the worst of the fires. "These people had to flee their homes in the middle of the night. I've talked to some who were convinced they were going to die. It's just hard to imagine."

At Vacaville Local 1245, at least 29 members and retirees lost homes and more were evacuated from their homes for days. Several members of San Francisco Local 6 and Vallejo Local 180 also watched their homes and possessions go up in flames.

The fires — there were 21 burning simultaneously at the peak — were worst in the counties immediately north of San Francisco and Oakland, where high winds

and dry conditions drove flames into suburban neighborhoods, laying waste to more than 5,700 homes and structures and scorching over 220,000 acres.

"We're extremely lucky to have the union. There are others out there suffering who have no one. We want to make sure none of our brothers and sisters feel that way."

— John McEntagart, Santa Rosa Local 551 Business Manager

Santa Rosa was among the towns hardest hit, where the so-called Tubbs fire consumed 36,000 acres and killed at least 22. City officials said the blaze consumed 5,100 homes and buildings, with damages estimated at more than \$1.2 billion. The California Department of Forestry and Fire Protection said Tubbs caused more destruction than any wildfire in the state's history.

McEntagart said he spent the evening of Oct. 11, after the fire swept into several Santa Rosa neighborhoods, trying desperately to contact each of his

members to find out who needed help. Then, working with his National Electrical Contractors Association partners through their labor management cooperation committee, he spent much of the next day delivering checks that would help them with immediate expenses.

"I told them, that's not the last of it," McEntagart said. "More will be coming, but it's a start. We're going to bleed our benevolent fund dry for these people. We just want them to know they're not alone; they're brothers and sisters in the International Brotherhood of Electrical Workers, and we'll be with them until they're back on their feet. The NECA contractors are in with us big time in this."

McEntagart said that in between hugs and tears, members told him stories of running for their lives and 2 a.m. knocks on the door as flames approached. One member, he said, nearly ran over his neighbor, who was standing in the street as he raced out of his driveway, pulling the neighbor into the car and speeding away. "He saved that guy's life." Many who fled had so little warning they weren't able to get to their wallets before leaving, making things even more difficult in the days that followed.

At Local 1245, members were doing double duty, helping their brothers and sisters, but also starting the long process of getting power and gas to customers who had been cut off by the disaster. Pacific Gas & Electric services most of



northern and central California, and tens of thousands of its customers lost power as the fires swept through their service area. In many areas, customers had natural gas turned off to prevent explosions.

Mutual assistance — particularly for gas repairs — came from Diamond Bar Local 47 members at Southern California Edison and San Diego Local 465 members at San Diego Gas & Electric, and other Local 1245 members from the Sacramento Municipal Utility District.

"I am proud of our utility members who headed into the heart of the affected area," said Ninth District International Vice President John J. O'Rourke. "We're keeping all of them and everyone affected in our thoughts, and we've been hard at work rebuilding the infrastructure the fires destroyed."

Local 6 Business Manager John Doherty said his members approved a \$5,000 donation to victims of the North Bay fires at their general membership meeting in November and that they'll do everything they can, including holding a fundraiser in the near future, to help brothers and sisters in need. The Local 6 hall was also a drop-off point for supplies and food items for San Franciscans looking to help.

Vacaville, Calif., Local 1245 members working for PG&E were among the first allowed into areas ravaged by the fires. Tens of thousands were without power and gas service in the fire's aftermath.

Photo credits: IBEW Local 1245/John Storey

Local 1245 set up a fundraising site, gofundme.com/ibew-1245-wildfire-relief-fund, to accept donations for their members, and Local 551 encouraged donations to their tax-deductible Local 551 Benevolent Fund, earmarked for the fire victims (ibewlocal551.org).

"IBEW members are resilient," said International President Lonnie R. Stephenson. "We'll make it through the aftermath of these fires together, looking out for one another, just as we still have brothers and sisters suffering in Texas and in Florida and Puerto Rico after the storms there."

In the midst of the heartache, McEntagart says he's seen the good in people on full display. "We're extremely lucky to have the union," he said. "There are others out there suffering who have no one. We want to make sure none of our brothers and sisters feel that way." ■